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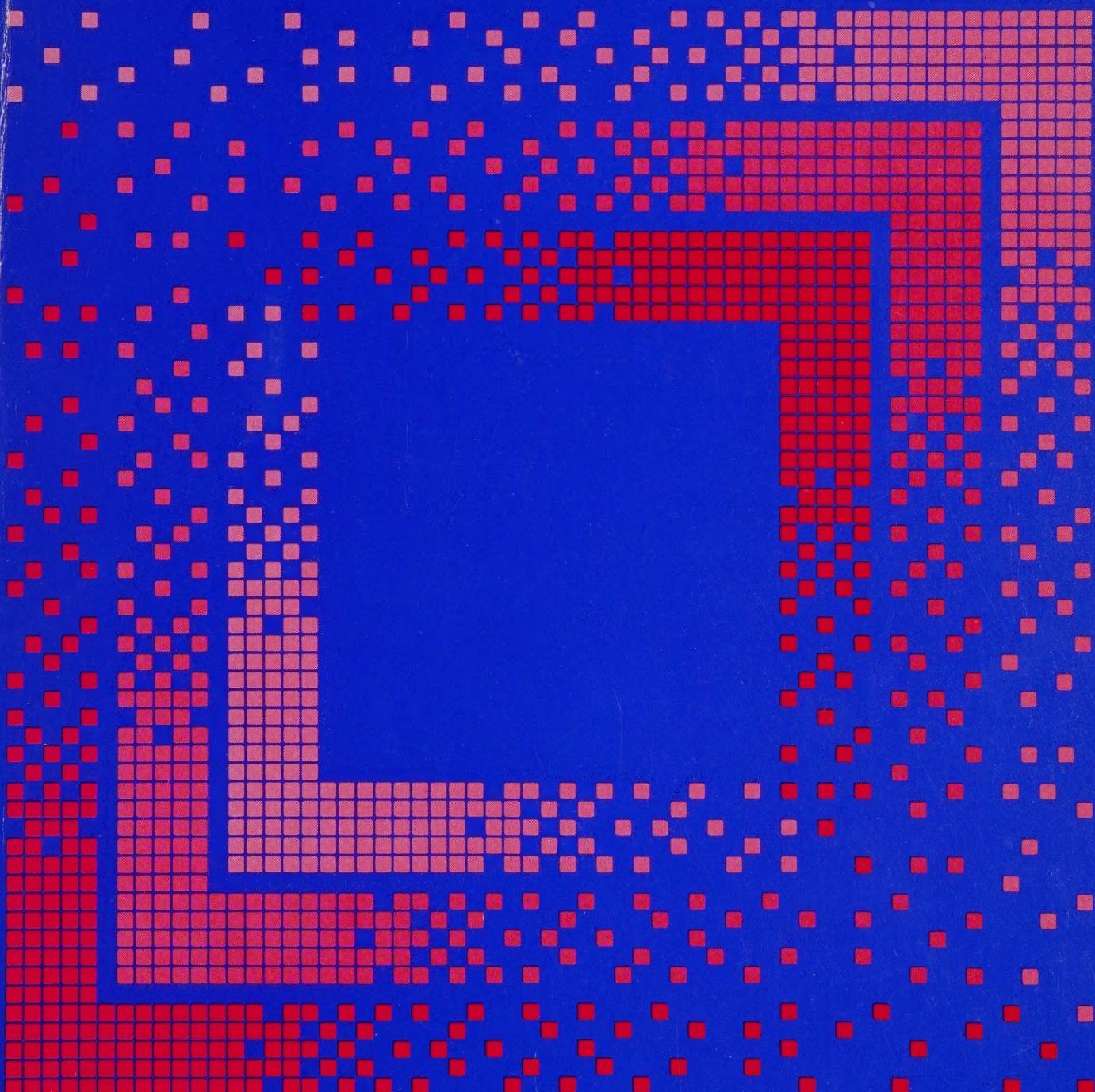


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# Quality of work in the service sector

**Harvey Krahn**  
University of Alberta

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## PREFACE

The General Social Survey has two principal objectives: first, to gather data on social trends in order to monitor changes in Canadian society over time, and second, to provide information on specific social issues of current or emerging interest.

The fourth annual cycle of the General Social Survey, which collected data during January and February 1989, concentrated on work and education. A data file from this survey was released in July 1990. This report provides a more detailed analysis of the quality of work in the service sector.

In recognition of the broad scope of the data being produced by the General Social Survey, as well as the wide range of expected users from governments, universities, institutes, business, media and the general public, the project has placed particular emphasis on access to the survey database. The public use microdata file allows researchers to carry out their own analysis of this rich database. Copies of this microdata file can be obtained by writing to the Housing, Family and Social Statistics Division, Statistics Canada.

This report was written by Harvey Krahn of the University of Alberta. Ghislaine Villeneuve was the manager for the General Social Survey Cycle 4.

Ivan P. Fellegi  
Chief Statistician of Canada

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## **CHAPTER 1**

### **INTRODUCTION**



## 1.1 HIGHLIGHTS OF THE REPORT

The fourth General Social Survey (GSS), completed by Statistics Canada in the first few months of 1989, was developed around the general topic **Work and Education: Toward the Year 2000**. A total of 9,338 individuals were surveyed, representing the non-institutionalized population (aged 15 and over) of the 10 provinces. The response rate for this telephone survey was 80%.

Respondents in the 1989 GSS were questioned about a range of topics, including: education and work histories; current employment and educational activity; job satisfaction and other more material rewards from employment; education, work and retirement plans; experiences with new workplace technologies; and interest in science and technology. These questions addressed three general themes: *patterns and trends in work and education; new technologies and human resources; and work in the service economy*. This report focuses on the third theme, the quality of employment in Canada's service-based economy.

### A profile of the employed labour force (Chapter 2)

- In 1989, 12.5 million Canadians aged 15 to 64 reported having a paid job. Seventy-one percent were employed in the service industries. About one-third of these service workers were working in the *lower-tier* services (retail trade and other consumer services). The rest were employed in *upper-tier* service industries (distributive services, business services, education, health and welfare, and public administration).
- Women and youth aged 15 to 24 were over-represented in the service sector, particularly in the lower-tier service industries. Lower-tier service sector workers were more likely to be employed in small, non-unionized work organizations.

### Non-standard forms of work (Chapter 3)

- Part-time work was the most common form of non-standard employment, accounting for 15% (1.9 million) of all employed aged 15 to 64 in 1989. About half as many (7%; 878,000) reported seasonal jobs in which they normally worked nine or fewer months of the year. Roughly the same proportion were self-employed without any employees (858,000). Somewhat fewer (799,000; 8% of paid employees) were in temporary jobs (with a specific end date), while 5% (635,000) were holding more than one job.

- There was considerable overlap across the three non-standard employment situations. For example, 40% of temporary workers were in part-time jobs, while almost 15% of part-time workers were in part-year positions.
- Own-account self-employment and multiple jobs do not necessarily imply a precarious employment situation. However, when part-time, part-year and temporary work were combined (all of which clearly suggest employment insecurity), 2.8 million (22%) employed 15- to 64-year-old Canadians were observed in non-standard jobs. Using this more restricted definition, young workers and women were found to be considerably over-represented in non-standard jobs.
- The lower-tier service industries (retail trade and other consumer services) exhibited the highest rates of non-standard employment, with over one-third of people working in these sectors in non-standard jobs. However, the upper-tier education, health and welfare industries also had almost 30% of their employees in non-standard jobs.
- While many non-standard jobs were a product of the expanding service economy, one-quarter of Canadians employed in the traditional blue-collar construction sector were also in non-standard jobs, particularly part-year and temporary jobs. In addition, part-year work was fairly common in the natural resource-based industries, while almost half of those employed in agriculture were self-employed (without employees). Thus, some types of non-standard work have long been part of Canada's staple-based economy.

### Extrinsic work rewards (Chapter 4)

- The average 1988 personal income of the currently employed (who were in the same job with the same employer) 15- to 64-year-old Canadians was \$27,199. Part-time workers, who constituted the bulk of those in non-standard jobs, reported personal 1988 incomes about one-third the size of those reported by full-time workers. In turn, the female/male income ratio of .61 reflected the over-representation of women in lower-paying, often part-time jobs, in clerical, sales and service occupations.
- Incomes in lower-tier service industries were much lower than in goods-producing and upper-tier service industries. The ratio of clerical, sales and service

incomes to managerial and professional incomes was also lower in retail trade and other consumer services. While seniority has a strong positive effect on personal income, workers in the lower-tier services must remain longer with an employer before seniority translates into higher incomes.

- Almost two-thirds of employed 15- to 64-year-old Canadians reported having medical insurance, just over half had a dental plan and an employer-paid pension plan, while four out of ten stated that their employer provides paid maternity leave.
- Fringe benefits were less common in the lower-tier services, where work organizations were smaller and unions were less established, as well as in agriculture and construction. Within each industry, workers in non-standard jobs were less likely to receive these fringe benefits.
- About one-third of employed 15- to 64-year-old Canadians had received a promotion in the past five years. Nevertheless, over half evaluated their career development and promotion opportunities positively. The lower-tier services appeared to offer somewhat fewer promotion opportunities, but it was very clear that non-standard workers received fewer promotions.

### Intrinsic work rewards (Chapter 5)

- Job satisfaction remained high among Canadian workers in 1989. While only one in ten stated that they were dissatisfied with their job, a somewhat larger minority evaluated their pay negatively. But over half of employed Canadians strongly agreed that they had a lot of freedom in how they did their job, and almost half strongly agreed that their job required a high level of skill.
- Alternatively, almost one-third strongly agreed that their job involved repetitious work. More than four out of ten stated that their job was not at all related to their education. And almost one-quarter considered themselves to be overqualified for their job, including large numbers of those with postsecondary educational credentials.
- Workers in non-standard jobs reported less job autonomy, more repetitious work and lower skill requirements. Workers in the lower-tier services, especially those in non-standard jobs, typically reported lower skill requirements and a greater mismatch between their education and job. They were also more likely to say they were overqualified

for their job, and were less likely to agree that their pay was good. Since women and youth were over-represented in non-standard jobs in the lower-tier services, they also tend to report fewer intrinsic work rewards.

## 1.2 SERVICE SECTOR EMPLOYMENT: DEBATES RESEARCH QUESTIONS

### 1.2.1 Introduction

A century ago (1891), the service industries accounted for less than one-third (31%) of employment in Canada. The primary industries (agriculture and natural resource-based industries) still employed almost half (49%) of the Canadian labour force, with 20% in the secondary sector (manufacturing and construction). By mid-twentieth century (1951), almost half of all employed Canadians (47%) were working in the service industries. The primary industries had declined significantly, employing only 22% of the labour force, while the secondary sector had expanded to account for 31% of all employment. Service sector employment has continued to grow steadily since then, while both the primary and secondary sectors have contracted further (in relative terms). Today, with 70% of employed Canadians working in the service industries, the term *service economy* is an accurate description.<sup>1-3</sup> The economies of other western industrialized countries have evolved similarly, but Canada has moved further than most in terms of service sector employment.<sup>4-6</sup>

Various service industries have expanded in different eras. During the 1950s and 1960s, the fastest growth was observed in the public services (education, health and welfare, and public administration). In the decades following, the commercial services expanded somewhat more rapidly. Thus, looking back over the past two decades, the service industries accounted for 79% of total employment growth in Canada between 1970 and 1979, and 94% between 1980 and 1989.<sup>7-8</sup>

Long before the evolution of the modern service economy, Adam Smith dismissed service sector work as “unproductive of any value”, when commenting on the contributions of “menial servants”, as well as “churchmen, lawyers, physicians, men of letters of all kinds” along with “players, buffoons, musicians, opera singers” and others who did not work in the primary or secondary sectors where goods with real value were produced.<sup>9</sup> Such traditional prejudices have slowly weakened as new service industries have evolved, and as the service sector has come to dominate western economies. Today, economists recognize that the service industries, like the goods-producing industries, can be a driving force in the economy

and can contribute significantly to international competitiveness.<sup>10-12</sup>

But new disagreements about the *quality of work* in a service-dominated economy have emerged. Some observers describe service sector jobs positively, noting the growth of managerial and professional positions and the continued demand for skilled workers in a high-technology, competitive economy.<sup>13</sup> Others, pointing to the expansion of low-pay, part-time jobs in some parts of the service sector, draw a more negative conclusion about work opportunities in the service economy.

To an extent, such disagreement results from a failure to explicitly recognize that a sector which employs 70% of all Canadians must surely contain a diversity of employment situations. Recent Canadian discussions of "good jobs" and "bad jobs" have been much more conscious of this fact,<sup>14</sup> but have still been hampered by a shortage of data on the quality of jobs in the Canadian labour market. It is this information gap which the 1989 GSS can help fill, and which this report addresses.

As service sector employment has expanded, there has also been an increase in *non-standard jobs*; that is, alternatives to the traditional full-time, full-year, permanent paid job. A variety of Statistics Canada reports (discussed in Chapter 3) have documented the trends in part-time employment, self-employment, multiple-job holding, and other forms of non-standard work. However, they have not been able to comment on the quality of these jobs to any extent, since the necessary data have simply not been available. Thus, this report also examines the work rewards available in standard and non-standard jobs in the Canadian labour market.

Although the focus of this report is on service sector jobs, the analysis also makes comparisons to employment in the goods-producing sectors. However, because the 1989 GSS did not include questions on unpaid work, this report does not take into consideration those Canadians who work primarily in the home, those who do volunteer work, and those in unreported jobs in the *underground economy*. The report is also restricted to the currently employed, between the ages of 15 to 64, despite the fact that a significant number of Canadians aged 65 and over are still active members of the paid labour force. In fact, as Canadians live longer, and as the size of the youth cohort declines, an even larger proportion of elderly workers will probably come to postpone retirement. But at this point, only a minority of those aged 65 and over are in the paid labour force. Thus, GSS estimates for this relatively small group would be less reliable.

## 1.2.2 A typology of the service industries

Although debates continue about the definition of a service, and the classification of service industries and occupations,<sup>15-16</sup> the simplest approach is to define a service as the exchange of a commodity that has no tangible form.<sup>17</sup> The traditional distinction between *goods-producing* (primary industries, manufacturing and construction) and *service* sectors (all other industries) reflects this basic definition.

However, the service industries have been classified in a variety of ways. The standard Statistics Canada system distinguishes between: a) transportation, communication and other utilities; b) trade; c) finance, insurance and real estate; d) public administration and defence; and e) community, business and personal services. This typology is reasonably useful, with one major exception. The "community, business and personal service" category (which has been expanding most rapidly) contains a range of very diverse industries,<sup>18</sup> and a wide array of different occupations within them. Thus, for example, janitors, doctors, security guards, lawyers, waitresses and teachers could all be grouped together in this industrial category. Comparisons of the quality of work across industries categorized in this manner would, consequently, be extremely difficult to interpret.

The industrial typology developed by Singelmann begins to solve this problem.<sup>19-20</sup> Like others, Singelmann distinguished the extractive (primary) industries from the transformative industries (manufacturing and construction). However, he then regrouped the services into distributive (transportation, communication, wholesale and retail trade), producer (finance, insurance, real estate and services to business), social (education, health and welfare, public administration), and personal (domestic, food and beverage, accommodation, recreational and other related) services. The distributive services differ from others because they are the final link in the process, whereby raw materials are extracted, transformed and then delivered to the ultimate consumer. The producer services also provide support to the goods-producing sector, but in a less tangible way. Alternatively, social and personal services target consumers rather than producers.

Several recent Statistics Canada reports have used variations of this classification scheme. For example, an overview of "the service sector in the 1980s"<sup>21</sup> compares the distributive, producer, non-commercial (social) and consumer (personal) services. The distinction between non-commercial and consumer services reduces the extent to which high- and low-status service occupations are

grouped together, but the inclusion of retail trade within the distributive services remains problematic. The retail sales sector is often identified as one of the labour market locations where low-wage, low-skill, non-unionized jobs are common. Combining these jobs with airline pilots, unionized railway workers or highly skilled workers in the communications industry, for example, will not help clarify debates about the quality of work in different industrial sectors.

The 10-category classification system used in this GSS report closely resembles the industrial typology used in a recent study of shifts in the Canadian wage distribution between 1981 and 1986.<sup>22</sup> Agriculture is distinguished from other natural resource-based industries (forestry, fishing, mining, petroleum and utilities). These two sectors, along with manufacturing and construction, comprise the goods-producing sector. The service sector is then subdivided into six categories: distributive services; business services; education, health and welfare sector; public administration; retail trade; and other consumer services. Thus, this typology is also very similar to the classification system developed in the recent Economic Council of Canada discussions of employment in the service economy.<sup>23</sup> The Economic Council distinguished "dynamic services" (distributive and business services) from "traditional services" (retail trade and personal services) and "non-market services" (education, health and welfare, and public administration).

In anticipation of some of the findings from this study, retail trade and other consumer services are labelled *lower-tier* services to distinguish them from the other four *upper-tier* service sectors where work rewards and skill requirements are more extensive.<sup>24-25</sup> A further potentially useful distinction within the upper-tier services separates *non-market* (public administration and the education, health and welfare group) from *market-based* services (distributive and business).

### 1.2.3 The service economy: good jobs or bad?

Evaluations of the quality of work in the service economy have tended to be either very positive or very negative, with popularized accounts typically taking the more extreme positions. For example, one critic of the "leisure society" describes the "mind-numbing ennui of the service sector, that sprawling, institutionalized servitude for which the young are being prepared by means of unemployment and inactivity to be grateful".<sup>26</sup> Alternatively, a best-selling account of "post-industrial society" extols the benefits of employment in the service industries, arguing that skilled information workers enjoy much more

satisfying and rewarding work.<sup>27-28</sup> However, neither of these writers relies heavily on relevant data to support these broad generalizations.

Nevertheless, several recent Canadian studies do allow some more informed (but less sweeping) generalizations about the quality of work in the service sector. It is clear that there is a great deal of diversity in jobs across the service industries. The expansion of the service sector over the past several decades, and the relative decline of the blue-collar primary and secondary sectors, has involved growth in both low-skill, low-status jobs, as well as in high-skill, well-paying positions. This observation has fuelled the debate about whether a polarization of incomes and occupational structure has led to a decline of the traditional middle class.<sup>29-30</sup>

An extensive analysis of shifts in the Canadian income distribution reveals that most of the jobs created in the first half of the 1980s were either very low-paying or in the middle-to-upper income brackets.<sup>31</sup> Since the service sector accounted for virtually all of the new jobs appearing in the past decade, this study suggests a parallel growth of good and bad jobs in the service industries. A similar conclusion emerges from studies of changing occupational skill demands. Canadian workers' self-reports of the skill demands of their jobs, as well as independent estimates of skill requirements across occupational categories, show a distinct polarization between high-skilled service jobs in the public sector and business services and low-skill jobs in retail trade and the consumer services.<sup>32-33</sup>

Thus, there is agreement that service sector growth has added both good and bad jobs to the Canadian labour market, although debate about the extent of income and skill polarization will continue. While the cross-sectional GSS cannot answer questions about changes over time, it can further inform us about the quality of service sector jobs at the end of the 1980s. The studies reviewed above have examined skill levels and income distributions. But assessments of the distribution across industries of fringe benefits, opportunities for promotion and job security have not been possible because of a lack of relevant data. In addition, detailed inter-industry comparisons of the effects of seniority on pay, self-reported underemployment and of job satisfaction do not exist. These, then, are among the topics examined in this report on the quality of work in Canada's service economy.

### 1.2.4 Non-standard work: even more bad jobs?

While most employees, including those in the service industries, have a full-time, year-round, permanent paid

job, such traditional employment relationships may be declining. Part-time work has clearly increased since the middle of the century when it was largely non-existent, particularly in the past two decades. But other alternative employment relationships, such as limited term contract positions, employment in temporary help agencies, self-employment, and multiple-job holding are also becoming more prevalent in Canada and in other western industrialized economies.<sup>34</sup>

These alternative types of employment have been called "atypical work situations", "contingent work", and "non-standard forms of work".<sup>35-38</sup> Debates over this emerging trend have questioned whether such alternative employment relationships are, for some workers, a response to a difficult labour market.<sup>39-42</sup> In other words, do some workers create their own jobs because other jobs are not available, or do they choose temporary work when permanent jobs are scarce? Others have debated the extent to which "flexible firms", relying heavily on part-time, temporary or sub-contracted workers (in order to reduce their costs and commitment to employees), have emerged in the economic restructuring of the 1980s.<sup>43-49</sup> Whatever their origin, these non-standard forms of work typically provide less job security which, for most workers, is an important consideration. Thus, to the extent that these types of employment are increasing, employment may become less secure for many labour force participants.<sup>50-53</sup>

But while alternative employment relationships are receiving considerable attention, there is still relatively little known about them. In fact, as noted in Chapter 3, definitions of non-standard work are still being debated. Consequently, estimates of the extent of this phenomenon are often vague or contradictory. In addition, the prevalence of non-standard jobs across industries, both service and goods-producing, requires more detailed analysis. Equally important, the degree to which material and more subjective work rewards are present or absent in different forms of non-standard work is largely unknown.

### 1.2.5 Research questions

Given the importance of these questions, and the relative shortage of data which could provide answers, this analysis of GSS data (Chapters 2 through 5) is organized around the following sets of general research questions:

- What proportion of employed 15- to 64-year-old Canadians have jobs in the different industrial sectors? To what extent do occupational groupings, differences in the size of work organizations, and union membership patterns overlap with industry employment

distributions? How do age and sex patterns of employment fit into this picture?

- How extensive are non-standard forms of work? Are alternatives to the traditional full-time, year-round, permanent paid jobs more common in some industries than in others?
- How much variation exists across industries in the distribution of extrinsic work rewards such as pay, fringe benefits, job security and promotion opportunities? Does non-standard employment accent these industry differences?
- How much variation exists across industries in self-reports of underemployment and mismatch between Canadians' education and their jobs? What about other intrinsic (subjective) work rewards and job satisfaction? Are non-standard jobs even less likely to provide intrinsic work rewards?

As the introduction implies, this report is not intended to test hypotheses about the forces underlying the emergence of a service economy or of non-standard forms of employment. The data analyses do not directly address theories of skill enhancement or of deskilling in the labour markets of industrial capitalist economies. Rather, this report documents the extent of employment in different service industries and in non-standard jobs, and the degree to which extrinsic and intrinsic rewards are available in these labour market locations. Once detailed descriptive analyses of this sort are available, more insightful theory development and testing can be undertaken.

## 1.3 OVERVIEW

### 1.3.1 Objectives

The General Social Survey was initiated by Statistics Canada in order to reduce gaps in the statistical information system, particularly in relation to socio-economic trends. Many of these gaps could not be filled through existing data sources or vehicles because of the range or periodicity of the information required, or the lack of capacity of relevant vehicles.

The General Social Survey has two principal objectives: first, to gather data on trends in Canadian society over time, and second, to provide information on specific policy issues of interest. To meet these objectives, the General Social Survey was established as a continuing program with a single survey cycle each year.

### 1.3.2 Content

The General Social Survey (GSS) gathers a wide variety of data to meet different kinds of needs for a very broad spectrum of users. To achieve the objectives outlined above, the GSS has three components: Core, Focus and Classification.

Core content is directed primarily at monitoring long-term social trends by measurement of temporal changes in living conditions and well-being. Main topics within Core content include health, time use, personal risk, work and education, and family and social support. As all Core content topics cannot be treated adequately in each survey cycle, a single cycle covers a specific topic, which recurs on a periodic basis. The Core content of the 1989 General Social Survey, the fourth cycle, was work and education.

Focus content is aimed at meeting the second objective of the General Social Survey, namely, to provide information touching directly on a specific policy issue or social problem, such as youth unemployment. In comparison to Core content, Focus is more specific to immediate policy issues. For the fourth cycle of the General Social Survey, there was no Focus content.

Classification content provides the means of delineating population groups and is used in the analysis of Core and Focus data. Examples of classification variables are age, sex, education and income.

In this report, Chapter 2 develops an overall profile of the employed labour force while Chapter 3 explores the varieties of non-standard work available to Canadians. Chapter 4 focuses on the extrinsic work rewards and the quality of employment in the service economy, while Chapter 5 examines the intrinsic work rewards reported by Canadian workers. In Chapter 6, a summary of the service sector of the economy is presented with conclusions. Because of the broad scope of the survey, this report can only present an overview of the data collected and indicate the potential of the data base. A public use microdata tape is available to facilitate further analysis. To purchase this tape or for further information, please contact:

General Social Survey  
Housing, Family and Social Statistics Division  
Statistics Canada  
Ottawa, Ontario  
K1A 0T6  
(Telephone (613) 951-4995)

### 1.3.3 Sample design

The target population of the 1989 General Social Survey consisted of all people aged 15 and over living in the 10 provinces of Canada, with the exception of full-time residents of institutions.

The population was sampled using random digit dialling techniques and interviewed by telephone, thus excluding from the sample people living in households without telephones. These households account for less than 2% of the target population. The sample was allocated to provinces in proportion to the square root of the size of their populations, and to strata within provinces in proportion to their population. The total sample size of 9,338 persons is large enough to allow extensive analysis at the national level, some analysis at a regional level, and limited analysis at a provincial level.

Appendix I contains additional information on the sample design and estimation procedures.

### 1.3.4 Data collection and forms

Data collection took place in January and February 1989. Data were collected from 9,338 respondents aged 15 and over. There were 2,390 non-responses, for a total sample size of 11,728. Copies of the questionnaires are shown in Appendix II.

Data were collected on two forms. The Selection Control Form (GSS 4-1) was used to ensure that the telephone number reached belonged to an eligible household, to record some demographic data for each household member (age, sex, marital status and relationship to a reference person) and to randomly select a respondent aged 15 or over. Only one respondent per household was selected. The Education and Work Questionnaire (GSS 4-2), composed of the Core content questions and the Classification content questions, was then administered. No proxy responses to the questionnaire were accepted.

### 1.3.5 Data processing and estimation

Data capture personnel in the Statistics Canada Regional Offices keyed data directly from the survey questionnaires into mini-computers. These data were then transmitted electronically to Ottawa. All survey records were subject to an extensive computer edit. Partial non-responses and flow pattern errors were identified. Missing or incorrect data were recoded as "not stated" or, in a very few cases, imputed from other areas in the same questionnaire.

Each person in a probability sample can be considered to represent a number of others in the surveyed population. In recognition of this, and utilizing sample design information, each survey record was assigned a weight that reflected the number of individuals in the population that the record represented. These weights were adjusted for non-response and for the differences between the target and the surveyed population using population counts for the target population. The estimates presented in this report were calculated using the adjusted weights.

More information on the sampling and estimation procedures can be found in Appendix I.

### 1.3.6 Data limitations

It is important to recognize that the figures which appear in this report are estimates based on data collected from a small fraction of the population (roughly one person in 2,000) and are subject to error. The error can be divided into two components: sampling error and non-sampling error.

Sampling error is the difference between an estimate derived from the sample and the one that would have been obtained from a census that used the same procedures to collect data from every person in the population. The size of the sampling error can be estimated from the survey results and an indication of the magnitude of this error is given for the estimates in this report. Figure A shows the relationship between the size of an estimate and its sampling error (expressed as the coefficient of variation: the ratio of the standard deviation to the estimate). If the estimated sampling error is greater than 33% of the estimate, it is considered too unreliable to publish and the symbol ‘—’ is printed in table cells where this occurs. In terms of Figure A, all estimates below point (A) on the estimate axis fall into this “unreliable” category. Although not considered too unreliable to publish, estimates with an estimated error between 16.5% and 33% of the related estimate should be “qualified” and used with caution. All estimates between points (A) and (B) on the estimate axis of Figure A fall into this “qualified” category.

All other types of errors, such as coverage, response, processing, and non-response, are non-sampling errors. Many of these errors are difficult to identify and quantify.

Coverage errors arise when there are differences between the target population and the surveyed population. Households without telephones represent a part of the target population that was excluded from the surveyed population. To the extent that this excluded population differs from the rest of the target population, the estimates will be biased. Since these exclusions are small, one would expect the biases introduced to be small. However, since there are correlations between a number of questions asked on this survey and the groups excluded, the biases may be more significant than the small size of the groups would suggest.

Individuals residing in institutions were excluded from the surveyed population. The effect of this exclusion is greatest for persons 65 years and over, where it approaches 9% of this age group.

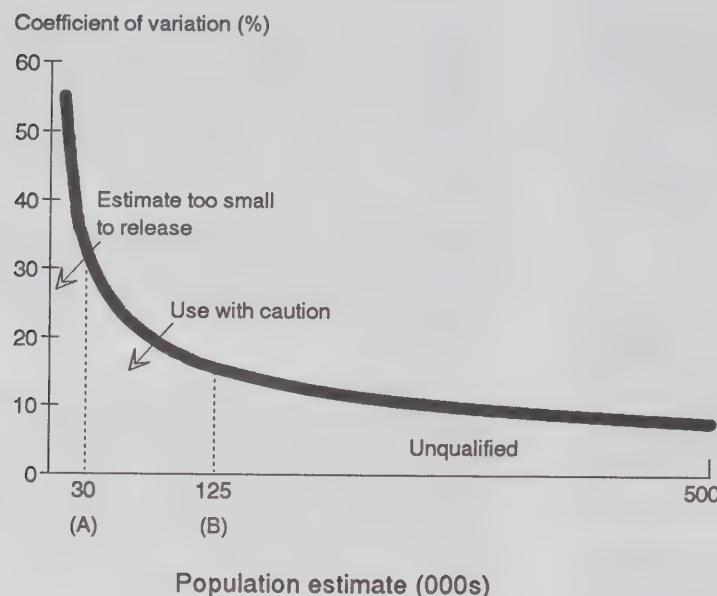
In a similar way, to the extent that the non-responding households and persons differ from the rest of the sample, the estimates will be biased. The overall response rate for the survey was 80%. Non-response could occur at several stages in this survey. There were two stages of information collection: at the household level and at the individual level. As shown in Figure B, about 67% of the non-response occurred at the household level. Non-response also occurs at the level of individual questions. For most questions, the response rate was high and, in tables, the non-responses appear under the heading “not stated”.

While refusal to answer specific questions was very low, accuracy of recall and ability to answer some questions completely can be expected to affect some of the results presented in the subsequent chapters. Awareness of exact question wording (Appendix II) will help the reader interpret the survey results.

Since the survey is cross-sectional, caution is required in making causal inferences about the association between variables. Observed associations may be a reflection of differences between cohorts, period effects, differences between age groups or a combination of these factors.

**FIGURE A**  
**Estimated sampling variability by size of estimate, Canada**

Core sample, persons 15 years and over

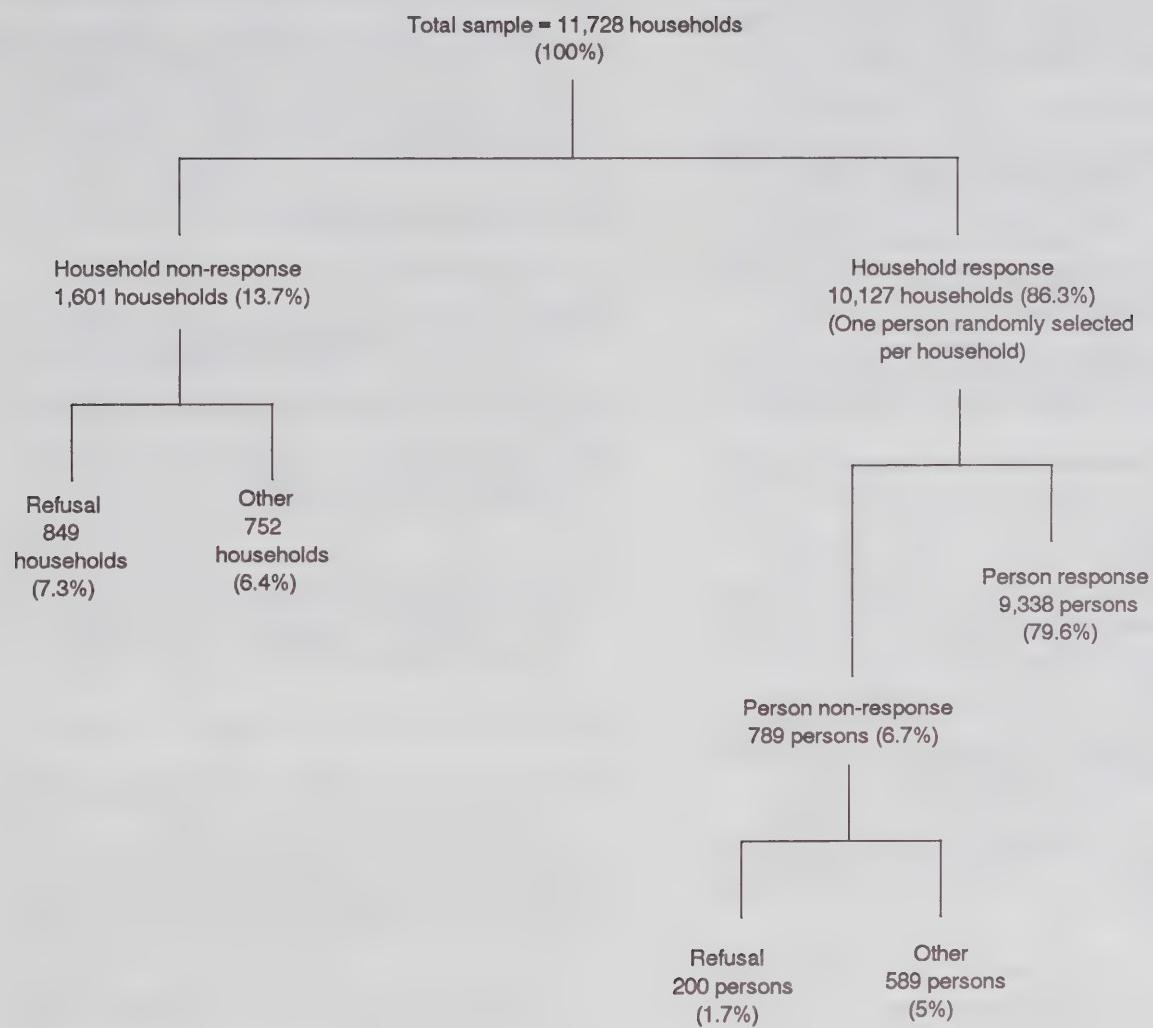


General Social Survey, 1989

Note: Only coefficients of variation (c.v.) applicable to estimates for Canada as a whole are shown in Figure A.

The difference between the true population size and the estimated population size (expressed as a percentage of the estimate) will be less than the c.v. 68% of the time, less than twice the c.v. 95% of the time and less than three times the c.v. 99% of the time.

**FIGURE B**  
**Response magnitudes and rates**



General Social Survey, 1989

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## **CHAPTER 2**

### **PROFILE OF THE EMPLOYED LABOUR FORCE, 1989**

Chapter 2 sets the context for this study of the quality of work in the service sector by developing an overall profile of the employed labour force. After identifying employed 15-to 64-year-old Canadians who listed their main activity as "working" in 1989, industry and occupational distributions are examined. In addition, size of firm/work organization and union membership are discussed, since they can influence the type and range of work rewards received by employed Canadians. These findings tell us where jobs are located. Additional cross-tabulations of industry, occupation, firm/work organization size, and union membership by age and sex reveal the degree to which women and younger workers are concentrated within a limited range of labour market locations.



## 2.1 HIGHLIGHTS

- In 1989, 12.5 million Canadians aged 15 to 64 reported having a paid job. Seventy-one percent were employed in the service industries.
- Among service sector workers, about one-third were employed in the *lower-tier* services (retail trade and other consumer services) and two-thirds were employed in *upper-tier* service industries (distributive services, business services, education, health and welfare, and public administration).
- Over one-third of employed 15- to 64-year-old Canadians reported managerial or professional occupations, a similar proportion were in clerical, sales or service occupations, and somewhat fewer held blue-collar jobs.
- Women and youth aged 15 to 24 were over-represented in the service sector, particularly in the lower-tier service industries, and in clerical, sales and service occupations.
- Over one-third of employed Canadians aged 15 to 64 worked in firms or work organizations employing over 500 people. Lower-tier service sector workers were more likely to be employed in small work organizations.
- Only 27% of employed 15- to 64-year-old Canadians stated that they belong to a union. The relative absence of unions in the lower-tier service industries meant that women and youth aged 15 to 24 reported lower than average levels of union membership.

## 2.2 METHODS

Because the focus of this report is on the quality of jobs in the Canadian labour market, analyses are restricted to the currently employed. In addition, data are examined only for people aged 15 to 64. While a minority of individuals aged 65 and over are employed labour force participants, estimates for this relatively small group would be less reliable. Estimates for sub-groups (e.g. women over age 65 employed in specific industries) could not even be provided. Hence, the following analyses will consider only *working-age* adults.

All GSS respondents were asked about their *main activity* during the week prior to their interview. With the exception of a brief look at the distribution of employed 15- to 64-year-old Canadians across *main*

*activity* categories, analyses in this report are limited to those who answered "working", and a small number who would normally be working, but were away from their job due to illness, vacation, maternity leave, labour disputes or other reasons.

Recognizing the importance of including in the analysis the jobs held by young people still attending school, this report places those currently employed, but also enrolled in an educational program, into the "employed" category. Hence, the category "student" for the *main activity* variable includes in this report only non-labour force participants who are currently enrolled in an educational program.

Answers to the standard Statistics Canada question about industrial location ("what kind of business, industry or service?") are used to identify the industrial sector in which respondents were employed. Industries are grouped into 10 major industrial sectors, following the classification system described in Chapter 1. Agriculture, natural resource-based industries (e.g. forestry, fishing, mining and petroleum), manufacturing and construction can be further grouped into a broad *goods-producing* sector. The six major service industries form two broad groups. Distributive services, business services, the education, health and welfare sector and public administration are referred to as *upper-tier* services, as noted in Chapter 1. Retail trade and other consumer services (e.g. accommodation, food and beverage, recreational and personal services) are described as *lower-tier* services.

Occupational categories were coded from answers to the standard question ("what kind of work?") and collapsed into 12 basic occupational groups. For some analyses, a much broader three-category classification is used: managerial and administrative, natural science, social science, teaching, medicine and health, religion, artistic and recreational occupations are labelled "managerial and professional"; clerical, sales and service occupations are grouped; and primary, manufacturing and processing, and construction and transportation occupations are identified as "blue collar".

Most workers would probably be unable to give a precise answer to a question about the number of people employed in their firm or work organization. However, if provided with broad response categories, they should be able to answer with reasonable accuracy the question "In total, how many people work in your business/company at all its locations?" The four possible responses (less than 20, 20 to 99, 100 to 499, and 500

or more) to this general question are used to identify the size of firm or work organization in which Canadians are employed.

Union membership was measured with a single (yes/no) question, and union membership rates are calculated with the population of all currently employed Canadians aged 15 to 64 as the base. This produces estimates of union membership that are somewhat lower than those typically reported, since the practice has been to exclude the self-employed from the base.<sup>1</sup> Exclusion of the self-employed is obviously a reasonable approach when focusing directly on union membership rates. However, in subsequent chapters of this report, union membership is used as an explanatory variable in analyses of the total employed labour force. Hence, a variable that describes the total population is more useful.

## 2.3 RESULTS

### 2.3.1 Employment status of the population aged 15 to 64

A quick overview of the employment status of the total working-age population (aged 15 to 64) sets the context for this analysis of the quality of work in a service-dominated economy. Over two-thirds (68%), or just under 12 million Canadians, reported themselves employed (listed "working" as their main activity) during the reference week in the early part of 1989 (Table 1). Another 496,000 (3%) would normally be working, but were away from their job for a variety of reasons, while 64,000 were waiting to start a new job. With the exception of this latter small group (who would not be able to describe and evaluate their new job), subsequent sections of this report will focus on all people aged 15 to 64 reporting a job outside of the home during the reference week, along with those who would normally be working. Thus, a total of 12.5 million Canadians, 5.5 million women and 6.9 million men, were included within the definition of employed "working-age" adults (Table 2).<sup>2</sup>

But before turning to an examination of the jobs held by these individuals, it is useful to consider briefly the employment status of all people aged 15 to 64 (Table 1). A total of 1.1 million (6%) employed 15- to 64-year-old Canadians were unemployed (looking for work), 1.8 million (10%) considered "keeping house" to be their main activity, and over half a million of those under 65 years of age (3%) listed themselves as retired. A total of 1.2 million (7%) identified themselves as students. Given the way in which "main activity" was

measured for this report, it is clear that none of these "students" were also holding a paying job. But 854,000 (38%) of the employed aged 15 to 24 stated (elsewhere in the questionnaire) that they were also currently enrolled in an educational program and had taken courses within the past year.

Younger Canadians (aged 15 to 24) were much more likely to be students (without a job), and less likely to be keeping house or working. Nevertheless, over half (57%) of this age group had a job (including those away from work during the reference week). Within the youngest age category, there was virtually no difference in the proportion of females and males with a job. But in older age groups, men were more likely to report their main activity as working, with the largest gender gap among the oldest Canadians. However, even in the 55 to 64 year age group, less than half of the women (45%) listed their main activity as keeping house, and 37% held a job outside of the home. In short, age and sex have a substantial impact on employment status. But among all people aged 15 to 64, a large majority still considered their main activity to be work outside of the home (Figure C).

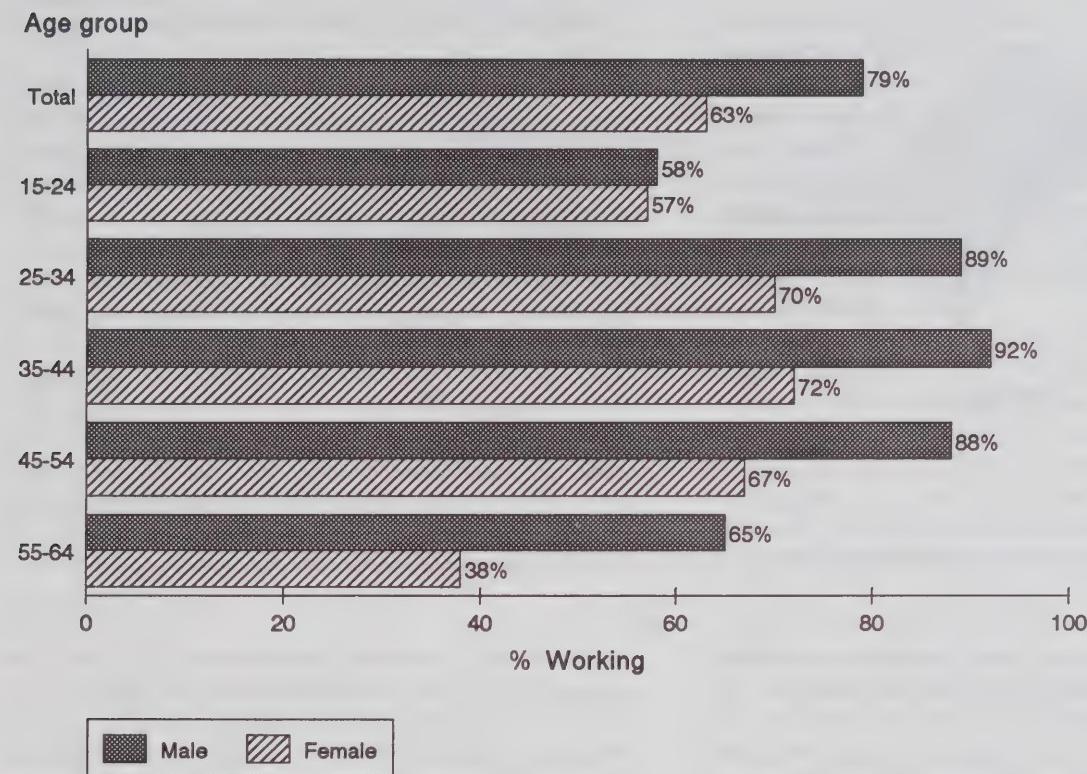
### 2.3.2 Industry of employment

Considering all six service categories, 71% of employed Canadians aged 15 to 64 were working in the service industries in early 1989 (Table 2). Only 28% reported jobs in the goods-producing industries (agriculture, natural resource-based, manufacturing and construction), with manufacturing accounting for half of these jobs. Within the service sector, distributive, business and other consumer services were each employing 11% of adult Canadians, while slightly fewer (9%) were working in public administration. A larger proportion (13%) of employed Canadians aged 15 to 64 reported jobs in the retail trade industry, but the largest number (16%) were working in the broad category of education, health and welfare services. By combining retail trade and other consumer services into a lower-tier category, one-third of service sector workers were found in this group, with two-thirds in the upper-tier services (Table 2).

Comparisons across regions reveal the familiar pattern of greater reliance on resource-based industries on both coasts, and the strength of agriculture in the Prairie provinces, particularly, Saskatchewan (Table 2). Ontario and Quebec remain the primary manufacturing provinces. Regional variations in the relative size (in employment terms) of the upper- and lower-tier service industries are not as clearly patterned.

### FIGURE C

Population 15 to 64 years of age whose main activity was working at a job or business by age group and sex, Canada, 1989



General Social Survey, 1989

However, gender-based patterns of concentration across industries are much more pronounced (Table 2; Figure D). Women remain heavily under-represented in the goods-producing industries (15% versus 39% of employed men). In turn, women are over-represented in all but two of the service industries. The distributive services, a traditionally blue-collar industrial sector, continue to employ many more men than women (Table 2). Men are also over-represented in public administration, a traditional male white-collar enclave, but the gender difference is not as large in this service industry. The other four service industry categories have relatively more female employees, particularly, the education, health and welfare category where women vastly outnumber men. Since women are also over-represented in the lower-tier retail trade and other consumer services, larger proportions of women are employed in both the upper- and lower-tier service sectors (Figure D).

Age accents these patterns (Table 3). Among job-holders aged 15 to 24, almost one-third (32%) of the women, compared with only 14% of the men, reported positions in (other) consumer services. And, compared to their male counterparts, slightly more young women were working in the retail trade industry. Thus, over half (58%) of the youngest female workers reported jobs in the lower-tier service industries, along with well over one-third (36%) of young male workers. A sizeable proportion of these young workers would, of course, be students, acquiring educational credentials needed for entry into upper-tier service sector and also some goods-producing sector jobs. In fact, given a larger sample, the over-representation of teenage workers aged 15 to 19, in these lower-tier service sector jobs, would be very apparent. However, not all of these workers aged 15 to 24 were students. For those who did not go on beyond high school, and particularly for high school dropouts, the absence of higher education credentials

**FIGURE D**

**Employed(1) population 15 to 64 years of age by sex and industry, Canada, 1989**



**General Social Survey, 1989**

(1) Excludes individuals who did not state the industry in which they were employed.

will make movement into more rewarding upper-tier service and goods-producing jobs very difficult.<sup>34</sup>

Older workers, both female and male, are less likely to be employed in the lower-tier services (Table 3). But within each age group, more women than men reported these types of jobs. The over-representation of women in the education, health and welfare and business service industries is most apparent in the 25 to 54 year age groupings. The clerical, teaching and nursing jobs found in these sectors are most often filled by women in this age range (Table 4). In the two service industries, where men continue to outnumber women (distributive services and public administration), the over-representation of men appears most pronounced among the oldest workers (Table 3).

### 2.3.3 Occupation of employment

In early 1989, blue-collar occupations (primary, manufacturing and processing, construction and transportation and other occupations) accounted for 28% of the occupations reported by employed 15- to 64-year-old Canadians (Table 5). Over one-third (36%) had managerial or professional occupations and an equal number (36%) listed clerical, sales and service occupations. Since blue-collar occupations are more common in the goods-producing industries, these results,

once again, demonstrate the dominance of the service industries in terms of employment opportunities.

Younger employed Canadians are clearly under-represented in the managerial and professional positions (Table 4). If employed people aged 15 to 24 were further separated into teenagers and young adults, the virtual exclusion of the former from these higher status positions would be even more apparent. Relatively few young workers have the educational credentials and the work experience required for entry into managerial and professional occupations.

Men are more evenly distributed across the range of occupations than women (Table 4). Women are heavily concentrated in several categories, with over half (53%) reporting clerical, sales and service occupations. Again, age exaggerates this pattern, with seven out of ten young women (aged 15 to 24) in these three occupational groups. While relatively fewer young men were in clerical occupations, a sizeable proportion (28%) of them aged 15 to 24 reported sales and service jobs.

Considering only women, the sales and service occupations are considerably less common among women older than age 24. But, across all age groups, roughly 25% to 30% of women report clerical occupations. There are probably several interrelated

explanations for this pattern. It may, in part, reflect the hiring behaviour of employers who might prefer younger women for sales and service positions. In addition, such positions might more often be part-time, attracting young women and men still continuing their education, but not those seeking full-time employment.

Table 5 provides further details about occupational and industry intersections, and gender-based occupational segregation, within the Canadian labour market. Managerial and professional occupations are much more common in three of the four upper-tier service industries (education, health and welfare, business services and public administration). The fourth upper-tier service sector (distributive services) maintains a blue-collar occupational profile much like that of goods-producing industries. The lower-tier service industries contain a very high proportion of clerical, sales and service positions, with sales occupations most common in retail trade, and service jobs most prominent in the other consumer services. Clerical occupations are well represented in all industries, reflecting the centrality of this type of work to both goods-producing and service industries.

In total, across all industries and within each sector, women are much more likely to be in clerical, sales and service occupations (Table 5). Men continue to be heavily over-represented in blue-collar jobs. For the employed labour force as a whole, a slightly larger proportion of women (36%), than men (35%), reported managerial or professional occupations. However, this non-difference is largely a product of the size and composition of the education, health and welfare sector, which employs more than twice as many women as men (1,404,000 compared with 646,000). Although a higher proportion of men in this industry report managerial or professional occupations, women in such positions (953,000) still substantially outnumber men (511,000). But more detailed comparison of occupational categories within this broad industrial sector would, no doubt, reveal larger gender differences. To cite an obvious example, in the medical sector, women are much more likely to be nurses, while the majority of doctors are men.

Public administration is the only other sector where the proportions of women and men in managerial and professional occupations are equal (51%). However, unlike the education, health and welfare sector, it is important to note that men still outnumbered women in public administration (684,000 to 440,000). Thus, in

absolute numbers, this sector still has more male than female managers and professionals.

### 2.3.4 Size of firm/work organization

The size of a firm or work organization may be an important explanatory variable with respect to the quality of employment available within it. For example, larger employers may be able to pay better and to offer more benefits. Using very broad categories, over one-third (36%) of employed Canadians reported that they worked in companies or organizations employing in excess of 500 people (Text Table A). Alternatively, 30% are employed in small establishments with less than 20 people.

Age differences, in terms of size of work organization, are not very pronounced, although it appears that the youngest and oldest workers are somewhat more likely to be employed in smaller organizations. Gender differences are even less obvious and consistent. However, differences across industries are very large, as one might expect (Text Table B; Figure E).

Agriculture, employing 278,000 Canadians, is an industry where large work organizations are generally absent. The crude size distinctions used in this study do not allow for the further identifying of family farms which would make up a very large proportion of the "under 20 people" category in this industry. A second goods-producing industry, construction, also has a majority of workers in small organizations (55%). But those employed in manufacturing and natural resource-based industries are much less likely to be working in small companies. Medium size companies are most common in manufacturing, while several of the natural resource-based industries (e.g. forestry, mining and oil) are characterized by a limited number of very large employers.

Within the service industries, there is a noticeable difference between the upper- and lower-tier sectors (Text Table B). Among those employed in retail trade, 41% were in small firms. In the other consumer services, over half (54%) were employed in small firms. But large work organizations accounted for substantially more of those employed in the upper-tier services. Public administration has the greatest proportion of workers in large organizations (67%), followed by another primarily non-market service industry (education, health and welfare) with 44% (Figure E). Similarly, about four out of ten Canadians employed in

**TEXT TABLE A**

**Employed population 15 to 64 years of age by size of employer,<sup>1</sup> age group and sex, Canada, 1989**

Age group and sex	Total employed population				Size of employer <sup>1</sup>							
			Less than 20		Between 20 and 99		Between 100 and 499		500 or more		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)												
<b>All age groups</b>												
Both sexes	12,468	100	3,709	30	2,223	18	1,836	15	4,536	36	163	1
Male	6,933	100	2,058	30	1,225	18	967	14	2,588	37	96	1
Female	5,535	100	1,652	30	998	18	869	16	1,949	35	68	1
<b>15-24</b>												
Both sexes	2,242	100	726	32	488	22	307	14	678	30	43	2
Male	1,151	100	404	35	226	20	120	10	372	32	30	3
Female	1,091	100	322	30	262	24	187	17	307	28	—	—
<b>25-34</b>												
Both sexes	3,711	100	1,018	27	718	19	588	16	1,356	37	31	1
Male	2,057	100	554	27	435	21	325	16	734	36	—	—
Female	1,654	100	465	28	282	17	264	16	621	38	—	—
<b>35-44</b>												
Both sexes	3,232	100	962	30	470	15	475	15	1,279	40	46	1
Male	1,805	100	513	28	258	14	251	14	756	42	26	1
Female	1,427	100	449	31	211	15	224	16	523	37	—	—
<b>45-54</b>												
Both sexes	2,089	100	588	28	363	17	314	15	794	38	30	1
Male	1,183	100	332	28	211	18	177	15	443	37	—	—
Female	906	100	256	28	153	17	137	15	352	39	—	—
<b>55-64</b>												
Both sexes	1,193	100	415	35	184	15	153	13	429	36	—	—
Male	736	100	256	35	94	13	94	13	283	38	—	—
Female	457	100	159	35	89	20	59	13	146	32	—	—

<sup>1</sup> Based on number of employees.

General Social Survey, 1989

business and distributive services were in large work organizations. However, these two sectors also contain a considerable number of employees in small work organizations, more so than the two upper-tier non-market sectors, where jobs in medium-sized organizations are relatively more common.

### 2.3.5 Union membership

Unions have long been an effective mechanism through which workers can improve and protect their labour market position. In the past, union membership was most common among blue-collar workers. But with the extension of collective bargaining rights to workers in the public sector, the composition of the labour movement has changed dramatically. Today, the largest

Canadian unions are public sector unions.<sup>5</sup> Thus, a thorough analysis of the quality of work in a service-dominated economy must take account of union membership patterns.

Slightly more than one in four (27%), of all employed people aged 15 to 64 (3.4 million), reported belonging to a union in 1989 (Table 6).<sup>6-7</sup> The lowest level of union membership is observed for young workers, especially young women. Among men, the youngest age group is the only exception to a pattern of membership of 30% or greater. Among women, union membership increases with age, up to 30% for those aged 45 to 54. But, only 24% of the oldest female workers report membership in a union. Thus, gender differences in membership are smallest in the middle-

**TEXT TABLE B**  
**Employed population 15 to 64 years of age by size of employer<sup>1</sup> and industry, Canada, 1989**

Industry	Total employed population				Size of employer <sup>1</sup>							
	Less than 20		Between 20 and 99		Between 100 and 499		500 or more		Not stated			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)												
All industries	12,468	100	3,709	30	2,223	18	1,836	15	4,536	36	163	1
Agriculture	278	100	246	89	—	—	—	—	—	—	—	—
Natural resource-based	818	100	116	14	135	17	139	17	421	51	—	—
Manufacturing	1,779	100	274	15	433	24	447	25	592	33	32	2
Construction	626	100	342	55	170	27	70	11	44	7	—	—
Distributive services	1,326	100	340	26	204	15	205	15	569	43	—	—
Business services	1,337	100	418	31	250	19	164	12	504	38	—	—
Education, health & welfare	2,050	100	431	21	310	15	400	19	894	44	—	—
Public administration	1,124	100	94	8	139	12	124	11	754	67	—	—
Retail trade	1,628	100	661	41	285	18	121	7	530	33	30	2
Other consumer services	1,337	100	720	54	257	19	139	10	206	15	—	—
Not stated	165	100	67	41	—	—	—	—	—	—	37	22

General Social Survey, 1989

<sup>1</sup> Based on number of employees.

age groups. And, in general, they are smaller than age differences.

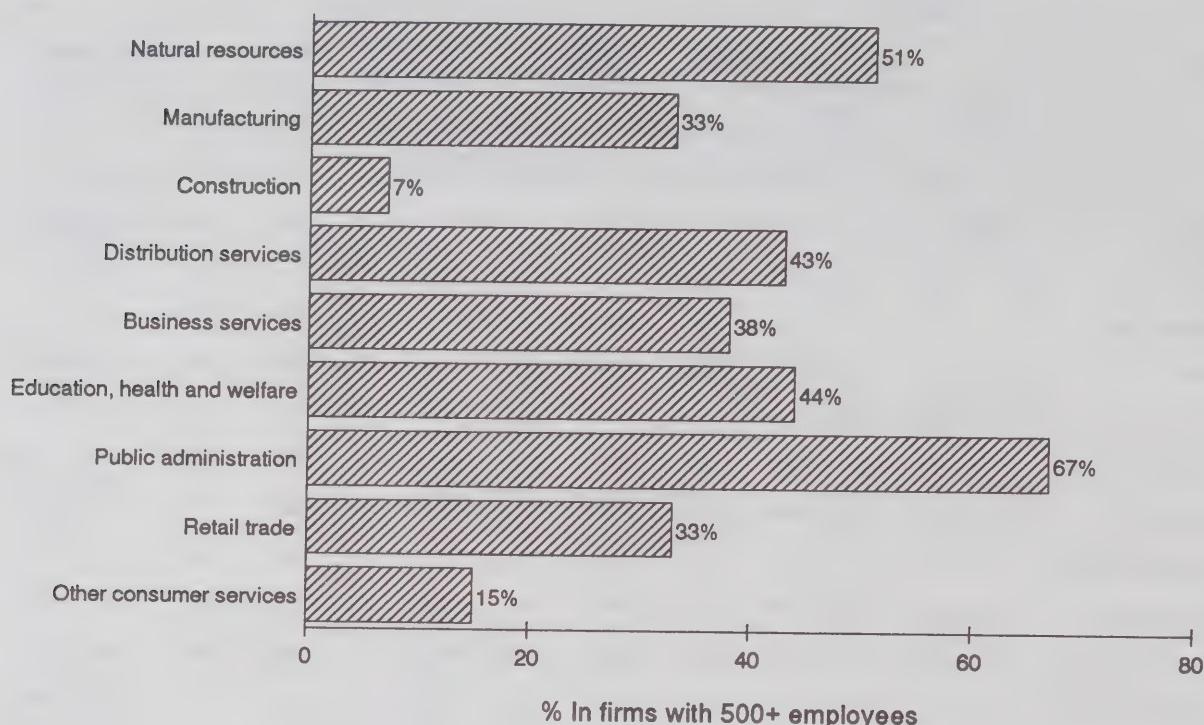
These patterns of union membership can be traced to the distribution of young workers and women across industrial sectors. First, only 8% of those employed in lower-tier services (retail trade and other consumer services) are union members (Table 6; Figure F). As already noted, young workers are heavily over-represented in these sectors (Table 3). Second, union membership is even lower (5%) in business services (e.g. banking). Women are more likely than men to be employed in the business services, retail trade and the other consumer services (Table 2). Third, union membership remains high in natural resource-based industries, as well as in construction, manufacturing and distributive services (Figure F, Table 6). All four are traditional blue-collar sectors, where women are still vastly under-represented (Table 2).

If it were not for the two upper-tier non-market service sectors, female unionization rates in Canada would be much lower. Well over half (56%) of public administration employees and 48% of those working in the education, health, and welfare industries report union membership (Table 6; Figure F). As noted earlier (Table 5), more than two-thirds of the two million workers in the education, health and welfare sector are women, along with about 40% of public administration employees.

Occupational differences in union membership (table not shown) tell a similar story. The highest level of union membership is observed among people in teaching (53%) and medicine and health occupations (50%), which are typically upper-tier non-market service industries. These highly unionized occupations are followed by blue-collar construction and transportation (43%) and manufacturing and processing occupations

## FIGURE E

**Employed population 15 to 64 years of age who are employed in a firm with 500 or more employees by industry, Canada, 1989**



General Social Survey, 1989

(39%). Sales occupations are highly unlikely to involve union membership (8%), although service occupations have a somewhat higher unionization rate (23%), much like clerical occupations (24%).

Another perspective on union membership patterns shows that the largest work organizations, those employing 500 or more people, tend to be found in public administration, natural resource-based industries, the education, health and welfare sector, and in distributive services (Text Table B), the sectors that are most heavily unionized (Figure F). Hence, the larger the work organization, the more likely those who work within it will belong to a union.

## 2.4 DISCUSSION

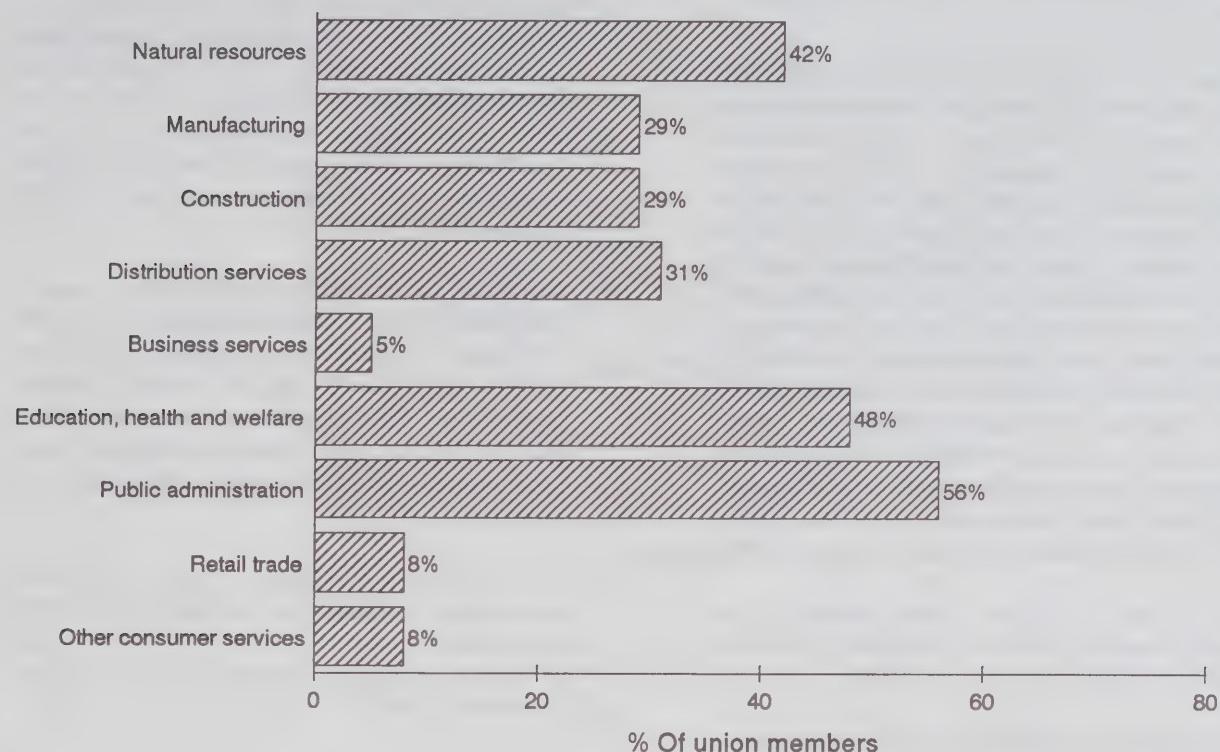
Over 70% of employed 15- to 64-year-old Canadians held jobs in the service industries. One-third of these workers were employed in the lower-tier services (retail trade and other consumer services), while the remainder work in distributive and business services, the education,

health and welfare sector and public administration (upper-tier service industries). Women were heavily over-represented among service sector employees. This was particularly so in the lower-tier service industries, although women also hold a large majority of positions in the education, health and welfare industry. Age accents this pattern, with well over half of employed women aged 15 to 24 reporting jobs in retail trade or other consumer services.

More than one-third of employed 15- to 64-year-old Canadians held managerial or professional jobs in 1989, a similar proportion reported a clerical, sales or service position, and somewhat fewer were in a blue-collar job. Young workers were unlikely to be in managerial and professional jobs. While men were spread more evenly across the different occupational categories, a majority of women reported clerical, sales and service positions. Such jobs were more common in the lower-tier services, while managerial and professional jobs accounted for a larger than average share of positions in three of the four upper-tier service sectors.

## FIGURE F

**Employed population 15 to 64 years of age who are members of a union by industry,  
Canada, 1989**



General Social Survey, 1989

These findings are not surprising. The GSS profile of the employed labour force differs little from the Labour Force Survey or the national Census profiles. However, compared to these data sources, the additional information collected in the 1989 GSS allows a much more detailed examination of the quality of work in different segments of Canada's service-dominated labour market. This chapter has set the context for Chapters 3 through 5 which directly address the question of quality of employment.

Comparisons across industrial sectors, and across occupational groups, are central to the analyses presented in subsequent chapters. So too are comparisons of standard and non-standard employment relationships, a distinction introduced in the next chapter. In addition, the size of the firm or work organization, in which an individual is employed, might have a significant effect on the work rewards available to employees. As noted before, workers in the lower-tier service industries are more likely to be employed in small firms.

Finally, a discussion of the distribution of work rewards in the service economy must take account of union membership patterns, since unions have long been an effective vehicle through which workers can collectively improve their lot. The 1989 GSS reveals that only 27% of all employed 15- to 64-year-old Canadians say that they belong to a union. Union membership is clearly a function of industry location, with higher than average levels of membership in the traditional blue-collar industries, and in the non-market upper-tier service sectors where union organizing efforts have been concentrated. Despite some recent efforts to unionize retail workers, the lower-tier service industries continue to have a very low level of union membership. These industry differences, rather than differing levels of receptivity to unions, largely account for the lower-than-average rates of membership among young workers and women. If more young people were employed in industries where unions have a stronger presence, a larger proportion would, no doubt, be members.<sup>8</sup>

## NOTES

1. Neill, S. "Unionization in Canada." *Canadian Social Trends*. (Ottawa: Statistics Canada, Spring, 1988), p. 12-15.
2. The labour force participation rate (the employed, those who normally work, and the unemployed as a percentage of all people aged 15 to 64) calculated from these GSS estimates (77.4%) is somewhat higher than the (unadjusted) rate of 74.9% for the same age group from the February, 1989 Labour Force Survey. Some of this difference may be due to the inclusion of individuals on layoff among those who normally work, unlike the standard Labour Force Survey definition which excludes this group (but includes those away from their job for other reasons). The unemployment rate (those looking for work as a percentage of all labour force participants) is very similar (8.2%) to the February, 1989 Labour Force Survey rate of 8.5%. *The Labour Force*. (Ottawa: Statistics Canada, February, 1989).
3. Krahn, H. and G.S. Lowe. "Young workers in the service economy". (Ottawa: Economic Council of Canada, Working Paper No. 14, 1990).
4. See, also, Ontario Ministry of Skills Development. *Out of School Youth in Ontario: Their Labour Market Experience*. (Toronto: Ontario Manpower Commission, 1987), p. 5.
5. Krahn, H. and G.S. Lowe. *Work, Industry and Canadian Society*. (Toronto: Nelson Canada, 1988), p. 181-207.
6. As noted earlier, this figure is lower than other estimates of union membership in Canada which exclude the self-employed. For example, 34% of all "paid workers" (including those over age 65) were union members, according to data collected in 1985 from unions (with 100 members or more) as required by the Corporations and Labour Unions Returns Act (CALURA).
7. See Neill, op cit. This translates into a total of 3.5 million union members in 1985. The 1989 GSS finds 3.4 million union members among those people aged 15 to 64 (a slightly smaller population). When the self-employed are excluded, the 1989 GSS estimate of union membership among "paid workers" (31%) is similar to other published estimates.
8. Lowe, G.S. and H. Krahn. "Youth and unions: membership patterns and willingness to join." *Proceedings of the 25th Meeting of the Canadian Industrial Relations Society*. (Quebec: Laval University, 1988).

## **CHAPTER 2**

### **TABLES**

**TABLE 1**  
**Population 15 to 64 years of age by main activity, age group and sex, Canada, 1989**

Age group and sex	Total population				Main activity					
			Employed		Normally works <sup>1</sup>		Normally works <sup>2</sup>		Looking for work	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
<b>All age groups</b>										
Both sexes	17,532	100	11,972	68	496	3	64	—	1,109	6
Male	8,746	100	6,617	76	316	4	39	—	600	7
Female	8,786	100	5,355	61	180	2	—	—	509	6
<b>15-24</b>										
Both sexes	3,913	100	2,141	55	101	3	34	1	485	12
Male	1,989	100	1,089	55	62	3	—	—	300	15
Female	1,924	100	1,053	55	39	2	—	—	184	10
<b>25-34</b>										
Both sexes	4,667	100	3,566	76	145	3	—	—	313	7
Male	2,317	100	1,975	85	82	4	—	—	161	7
Female	2,350	100	1,591	68	63	3	—	—	152	6
<b>35-44</b>										
Both sexes	3,934	100	3,116	79	116	3	—	—	167	4
Male	1,962	100	1,725	88	80	4	—	—	72	4
Female	1,972	100	1,390	70	36	2	—	—	96	5
<b>45-54</b>										
Both sexes	2,695	100	2,013	75	76	3	—	—	105	4
Male	1,342	100	1,135	85	49	4	—	—	41	3
Female	1,353	100	879	65	27	2	—	—	64	5
<b>55-64</b>										
Both sexes	2,323	100	1,136	49	58	2	—	—	39	2
Male	1,136	100	693	61	43	4	—	—	26	2
Female	1,187	100	442	37	—	—	—	—	—	—

**TABLE 1**  
**Population 15 to 64 years of age by main activity, age group and sex, Canada, 1989 — concluded**

Age group and sex	Main activity									
	Student		Keeping house		Retired		Other		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
<b>All age groups</b>										
Both sexes	1,178	7	1,838	10	540	3	293	2	42	—
Male	569	7	33	—	359	4	181	2	31	—
Female	609	7	1,805	21	181	2	112	1	—	—
<b>15-24</b>										
Both sexes	998	26	117	3	—	—	37	1	—	—
Male	493	25	—	—	—	—	—	—	—	—
Female	504	26	115	6	—	—	—	—	—	—
<b>25-34</b>										
Both sexes	131	3	461	10	—	—	44	1	—	—
Male	63	3	—	—	—	—	—	—	—	—
Female	67	3	450	19	—	—	—	—	—	—
<b>35-44</b>										
Both sexes	43	1	397	10	—	—	65	2	—	—
Male	—	—	—	—	—	—	41	2	—	—
Female	31	2	387	20	—	—	—	—	—	—
<b>45-54</b>										
Both sexes	—	—	323	12	57	2	84	3	—	—
Male	—	—	—	—	34	3	52	4	—	—
Female	—	—	319	24	—	—	32	2	—	—
<b>55-64</b>										
Both sexes	—	—	539	23	479	21	63	3	—	—
Male	—	—	—	—	321	28	45	4	—	—
Female	—	—	534	45	158	13	—	—	—	—

General Social Survey, 1989

<sup>1</sup> Includes individuals who had a job but were not at work during the reference week because of illness, vacation, maternity leave, personal or family responsibilities, layoffs, labour disputes, bad weather or seasonal work.

<sup>2</sup> Includes individuals who plan to start a new job in the future.

**TABLE 2**  
**Employed population 15 to 64 years of age by industry, sex and province, Canada, 1989**

Sex and province	Total employed population <sup>1</sup>				Industry							
	Agriculture		Natural resource-based		Manufacturing		Construction		Distributive services			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)												
<b>Both sexes</b>												
Canada	12,468	100	278	2	818	7	1,779	14	626	5	1,326	11
Newfoundland	192	100	—	—	—	—	30	16	—	—	—	—
Prince Edward Island	52	100	—	—	—	—	—	—	—	—	—	—
Nova Scotia	404	100	—	—	31	8	30	7	—	—	36	9
New Brunswick	332	100	—	—	47	14	32	10	—	—	34	10
Quebec	3,073	100	44	1	224	7	548	18	137	4	334	11
Ontario	4,847	100	53	1	246	5	843	17	228	5	499	10
Manitoba	523	100	—	—	—	—	75	14	39	7	61	12
Saskatchewan	435	100	66	15	—	—	—	—	—	—	46	11
Alberta	1,176	100	60	5	77	7	89	8	78	7	125	11
British Columbia	1,435	100	—	—	130	9	113	8	83	6	168	12
<b>Male</b>												
Canada	6,933	100	215	3	716	10	1,195	17	564	8	976	14
Newfoundland	118	100	—	—	—	—	—	—	—	—	—	—
Prince Edward Island	27	100	—	—	—	—	—	—	—	—	—	—
Nova Scotia	227	100	—	—	30	13	—	—	—	—	—	—
New Brunswick	194	100	—	—	45	23	—	—	—	—	27	14
Quebec	1,729	100	28	2	207	12	358	21	131	8	239	14
Ontario	2,631	100	41	2	208	8	578	22	193	7	376	14
Manitoba	286	100	—	—	—	—	50	18	35	12	49	17
Saskatchewan	253	100	52	20	—	—	—	—	—	—	35	14
Alberta	664	100	52	8	56	8	62	9	72	11	85	13
British Columbia	805	100	—	—	118	15	73	9	75	9	123	15
<b>Female</b>												
Canada	5,535	100	63	1	103	2	584	11	62	1	351	6
Newfoundland	74	100	—	—	—	—	—	—	—	—	—	—
Prince Edward Island	—	—	—	—	—	—	—	—	—	—	—	—
Nova Scotia	178	100	—	—	—	—	—	—	—	—	—	—
New Brunswick	138	100	—	—	—	—	—	—	—	—	—	—
Quebec	1,344	100	—	—	—	—	190	14	—	—	95	7
Ontario	2,216	100	—	—	38	2	265	12	35	2	123	6
Manitoba	237	100	—	—	—	—	25	11	—	—	—	—
Saskatchewan	183	100	—	—	—	—	—	—	—	—	—	—
Alberta	512	100	—	—	—	—	27	5	—	—	40	8
British Columbia	630	100	—	—	—	—	41	6	—	—	44	7

**TABLE 2**  
**Employed population 15 to 64 years of age by industry, sex and province, Canada, 1989 — concluded**

Sex and province	Industry											
	Business services		Education, health & welfare		Public administration		Retail trade		Other consumer services		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)												
<b>Both sexes</b>												
Canada	1,337	11	2,050	16	1,124	9	1,628	13	1,337	11	165	1
Newfoundland	—	—	28	15	33	17	—	—	—	—	—	—
Prince Edward Island	—	—	—	—	—	—	—	—	—	—	—	—
Nova Scotia	40	10	86	21	51	13	57	14	52	13	—	—
New Brunswick	27	8	60	18	32	10	44	13	31	9	—	—
Quebec	309	10	507	16	325	11	332	11	305	10	—	—
Ontario	581	12	811	17	332	7	640	13	519	11	95	2
Manitoba	42	8	89	17	54	10	66	13	50	10	—	—
Saskatchewan	28	6	87	20	51	12	59	14	43	10	—	—
Alberta	132	11	182	15	135	11	180	15	95	8	—	—
British Columbia	162	11	193	13	102	7	227	16	217	15	—	—
<b>Male</b>												
Canada	619	9	646	9	684	10	724	10	503	7	94	1
Newfoundland	—	—	—	—	—	—	—	—	—	—	—	—
Prince Edward Island	—	—	—	—	—	—	—	—	—	—	—	—
Nova Scotia	—	—	33	15	29	13	25	11	—	—	—	—
New Brunswick	—	—	—	—	—	—	—	—	—	—	—	—
Quebec	168	10	150	9	183	11	159	9	103	6	—	—
Ontario	254	10	269	10	210	8	253	10	195	7	54	2
Manitoba	—	—	—	—	31	11	32	11	—	—	—	—
Saskatchewan	—	—	32	13	31	12	35	14	—	—	—	—
Alberta	60	9	41	6	92	14	92	14	42	6	—	—
British Columbia	70	9	72	9	58	7	96	12	96	12	—	—
<b>Female</b>												
Canada	719	13	1,404	25	440	8	904	16	834	15	71	1
Newfoundland	—	—	—	—	—	—	—	—	—	—	—	—
Prince Edward Island	—	—	—	—	—	—	—	—	—	—	—	—
Nova Scotia	—	—	53	30	—	—	32	18	28	16	—	—
New Brunswick	—	—	44	32	—	—	—	—	—	—	—	—
Quebec	141	11	357	27	143	11	173	13	202	15	—	—
Ontario	327	15	542	24	121	5	388	17	324	15	40	2
Manitoba	26	11	66	28	—	—	34	14	37	16	—	—
Saskatchewan	—	—	55	30	—	—	—	—	34	19	—	—
Alberta	73	14	140	27	43	8	89	17	54	10	—	—
British Columbia	92	15	122	19	44	7	131	21	121	19	—	—

<sup>1</sup> Includes individuals who had a job but were not at work during the reference week because of illness, vacation, maternity leave, personal or family responsibilities, layoffs, labour disputes, bad weather or seasonal work.

**TABLE 3**  
**Employed population 15 to 64 years of age by industry, age group and sex, Canada, 1989**

Age group and sex	Total employed population				Industry							
	Agriculture		Natural resource-based		Manufacturing		Construction		Distributive services			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)												
<b>All age groups</b>												
Both sexes	12,468	100	278	2	818	7	1,779	14	626	5	1,326	11
Male	6,933	100	215	3	716	10	1,195	17	564	8	976	14
Female	5,535	100	63	1	103	2	584	11	62	1	351	6
<b>15 - 24</b>												
Both sexes	2,242	100	33	1	88	4	330	15	119	5	155	7
Male	1,151	100	—	—	65	6	207	18	110	10	108	9
Female	1,091	100	—	—	—	—	122	11	—	—	47	4
<b>25 - 34</b>												
Both sexes	3,711	100	60	2	297	8	597	16	199	5	405	11
Male	2,057	100	47	2	250	12	414	20	184	9	274	13
Female	1,654	100	—	—	46	3	183	11	—	—	131	8
<b>35 - 44</b>												
Both sexes	3,232	100	83	3	223	7	434	13	144	4	408	13
Male	1,805	100	56	3	199	11	320	18	122	7	329	18
Female	1,427	100	27	2	—	—	114	8	—	—	79	6
<b>45 - 54</b>												
Both sexes	2,089	100	53	3	138	7	267	13	85	4	233	11
Male	1,183	100	44	4	131	11	166	14	80	7	161	14
Female	906	100	—	—	—	—	101	11	—	—	72	8
<b>55 - 64</b>												
Both sexes	1,193	100	48	4	73	6	150	13	80	7	126	11
Male	736	100	44	6	71	10	88	12	69	9	104	14
Female	457	100	—	—	—	—	62	14	—	—	—	—

**TABLE 3**  
**Employed population 15 to 64 years of age by industry, age group and sex, Canada, 1989 — concluded**

Age group and sex	Industry											
	Business services		Education, health & welfare		Public adminis- tration		Retail trade		Other consumer services		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)												
<b>All age groups</b>												
Both sexes	1,337	11	2,050	16	1,124	9	1,628	13	1,337	11	165	1
Male	619	9	646	9	684	10	724	10	503	7	94	1
Female	719	13	1,404	25	440	8	904	16	834	15	71	1
<b>15 - 24</b>												
Both sexes	174	8	180	8	78	3	549	24	502	22	34	2
Male	93	8	51	4	48	4	260	23	157	14	30	3
Female	81	7	130	12	31	3	289	26	345	32	—	—
<b>25 - 34</b>												
Both sexes	493	13	519	14	370	10	417	11	324	9	30	1
Male	191	9	142	7	195	10	198	10	146	7	—	—
Female	302	18	377	23	175	11	219	13	178	11	—	—
<b>35 - 44</b>												
Both sexes	392	12	657	20	348	11	271	8	227	7	45	1
Male	186	10	170	9	210	12	115	6	81	4	—	—
Female	206	14	487	34	138	10	156	11	147	10	26	2
<b>45 - 54</b>												
Both sexes	198	9	477	23	180	9	260	12	183	9	—	—
Male	102	9	190	16	124	10	103	9	80	7	—	—
Female	96	11	287	32	56	6	157	17	103	11	—	—
<b>55 - 64</b>												
Both sexes	80	7	216	18	147	12	131	11	101	8	41	3
Male	47	6	92	13	107	14	48	7	39	5	27	4
Female	33	7	124	27	41	9	83	18	62	14	—	—

General Social Survey, 1989

**TABLE 4**  
**Employed population 15 to 64 years of age by occupation, age group and sex, Canada, 1989**

Age group and sex	Total employed population				Occupation											
	Managerial/ administra- tion		Science/ engineering		Social science		Teaching		Medicine/ health		Artistic/ literary		Clerical			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)																
<b>All age groups</b>																
Both sexes	12,468	100	1,923	15	608	5	327	3	683	5	650	5	262	2	1,992	16
Male	6,933	100	1,235	18	483	7	168	2	270	4	151	2	128	2	410	6
Female	5,535	100	688	12	125	2	159	3	413	7	500	9	134	2	1,582	29
<b>15 - 24</b>																
Both sexes	2,242	100	146	6	58	3	—	—	63	3	59	3	48	2	433	19
Male	1,151	100	91	8	49	4	—	—	—	—	—	—	—	—	122	11
Female	1,091	100	55	5	—	—	—	—	39	4	53	5	31	3	311	28
<b>25 - 34</b>																
Both sexes	3,711	100	627	17	254	7	134	4	132	4	194	5	94	3	636	17
Male	2,057	100	361	18	179	9	73	4	50	2	49	2	48	2	116	6
Female	1,654	100	266	16	75	5	61	4	82	5	145	9	47	3	520	31
<b>35 - 44</b>																
Both sexes	3,232	100	547	17	192	6	97	3	262	8	231	7	82	3	457	14
Male	1,805	100	370	20	157	9	48	3	83	5	27	1	44	2	92	5
Female	1,427	100	177	12	35	2	49	3	178	12	204	14	38	3	366	26
<b>45 - 54</b>																
Both sexes	2,089	100	372	18	56	3	42	2	179	9	105	5	—	—	306	15
Male	1,183	100	262	22	52	4	27	2	77	6	48	4	—	—	39	3
Female	906	100	110	12	—	—	—	—	103	11	57	6	—	—	267	29
<b>55 - 64</b>																
Both sexes	1,193	100	231	19	48	4	32	3	48	4	61	5	—	—	160	13
Male	736	100	151	20	46	6	—	—	37	5	—	—	—	—	41	6
Female	457	100	80	18	—	—	—	—	—	—	40	9	—	—	119	26

**TABLE 4**  
**Employed population 15 to 64 years of age by occupation, age group and sex, Canada, 1989 — concluded**

Age group and sex	Occupation													
	Sales		Service		Primary		Manufacturing/ processing		Construction/ transportation		Other occupations		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)														
<b>All age groups</b>														
Both sexes	1,042	8	1,403	11	463	4	1,475	12	1,063	9	475	4	101	1
Male	530	8	587	8	390	6	1,158	17	1,000	14	362	5	62	1
Female	512	9	815	15	73	1	317	6	63	1	113	2	39	1
<b>15 - 24</b>														
Both sexes	303	14	474	21	63	3	288	13	122	5	132	6	33	1
Male	152	13	169	15	49	4	218	19	119	10	104	9	28	2
Female	151	14	305	28	—	—	71	6	—	—	27	3	—	—
<b>25 - 34</b>														
Both sexes	268	7	311	8	114	3	418	11	361	10	141	4	28	1
Male	145	7	154	7	96	5	336	16	333	16	102	5	—	—
Female	123	7	157	9	—	—	81	5	28	2	38	2	—	—
<b>35 - 44</b>														
Both sexes	220	7	243	8	129	4	334	10	310	10	103	3	25	1
Male	113	6	96	5	110	6	278	15	291	16	90	5	—	—
Female	107	8	147	10	—	—	56	4	—	—	—	—	—	—
<b>45 - 54</b>														
Both sexes	177	8	243	12	94	4	280	13	143	7	66	3	—	—
Male	80	7	115	10	75	6	212	18	136	11	46	4	—	—
Female	97	11	128	14	—	—	67	7	—	—	—	—	—	—
<b>55 - 64</b>														
Both sexes	75	6	132	11	64	5	155	13	127	11	34	3	—	—
Male	41	6	54	7	60	8	114	15	121	16	—	—	—	—
Female	34	7	78	17	—	—	42	9	—	—	—	—	—	—

General Social Survey, 1989

**TABLE 5**  
**Employed population 15 to 64 years of age by occupation, industry and sex, Canada, 1989**

Industry and sex	Total employed population				Occupation					
			Managerial/ professional <sup>1</sup>		Clerical/ sales/ service <sup>2</sup>		Blue collar <sup>3</sup>		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
All industries										
Both sexes	12,468	100	4,454	36	4,437	36	3,476	28	101	1
Male	6,933	100	2,435	35	1,528	22	2,909	42	62	1
Female	5,535	100	2,020	36	2,909	53	567	10	39	1
Agriculture										
Both sexes	278	100	36	13	—	—	236	85	—	—
Male	215	100	—	—	—	—	189	88	—	—
Female	63	100	—	—	—	—	48	76	—	—
Natural resource-based										
Both sexes	818	100	154	19	115	14	543	66	—	—
Male	716	100	131	18	62	9	520	73	—	—
Female	103	100	—	—	53	52	—	—	—	—
Manufacturing										
Both sexes	1,779	100	383	22	325	18	1,061	60	—	—
Male	1,195	100	284	24	146	12	757	63	—	—
Female	584	100	99	17	179	31	303	52	—	—
Construction										
Both sexes	626	100	119	19	47	7	458	73	—	—
Male	564	100	96	17	—	—	456	81	—	—
Female	62	100	—	—	37	60	—	—	—	—
Distributive services										
Both sexes	1,326	100	305	23	446	34	573	43	—	—
Male	976	100	252	26	226	23	495	51	—	—
Female	351	100	52	15	220	63	78	22	—	—
Business services										
Both sexes	1,337	100	669	50	651	49	—	—	—	—
Male	619	100	402	65	200	32	—	—	—	—
Female	719	100	267	37	451	63	—	—	—	—
Education, health & welfare										
Both sexes	2,050	100	1,464	71	522	25	63	3	—	—
Male	646	100	511	79	96	15	39	6	—	—
Female	1,404	100	953	68	426	30	—	—	—	—
Public administration										
Both sexes	1,124	100	573	51	387	34	157	14	—	—
Male	684	100	348	51	189	28	139	20	—	—
Female	440	100	224	51	198	45	—	—	—	—
Retail trade										
Both sexes	1,628	100	416	26	953	59	258	16	—	—
Male	724	100	208	29	313	43	203	28	—	—
Female	904	100	207	23	640	71	55	6	—	—
Other consumer services										
Both sexes	1,337	100	288	22	965	72	84	6	—	—
Male	503	100	149	30	283	56	70	14	—	—
Female	834	100	139	17	682	82	—	—	—	—
Not stated										
Both sexes	165	100	48	29	—	—	25	15	71	43
Male	94	100	29	31	—	—	25	27	40	42
Female	71	100	—	—	—	—	—	—	31	44

<sup>1</sup> Includes managerial and administrative, science and engineering, social science, teaching, medicine and health, and artistic and literary occupations.

General Social Survey, 1989

<sup>2</sup> Includes clerical, sales and service occupations.

<sup>3</sup> Includes primary, manufacturing and processing, and construction and transportation occupations.

TABLE 6

Employed population 15 to 64 years of age by membership in a labour union, age group and sex then industry then size of employer,<sup>1</sup> Canada, 1989

Selected characteristics	Total employed population		Membership in a labour union					
			Yes		No		Not stated	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>All age groups</b>								
Both sexes	12,468	100	3,408	27	8,952	72	108	1
Male	6,933	100	2,145	31	4,736	68	52	1
Female	5,535	100	1,263	23	4,216	76	56	1
<b>15 - 24</b>								
Both sexes	2,242	100	351	16	1,881	84	—	—
Male	1,151	100	236	20	912	79	—	—
Female	1,091	100	116	11	969	89	—	—
<b>25 - 34</b>								
Both sexes	3,711	100	987	27	2,702	73	—	—
Male	2,057	100	624	30	1,430	70	—	—
Female	1,654	100	362	22	1,272	77	—	—
<b>35 - 44</b>								
Both sexes	3,232	100	1,034	32	2,173	67	26	1
Male	1,805	100	634	35	1,155	64	—	—
Female	1,427	100	399	28	1,018	71	—	—
<b>45 - 54</b>								
Both sexes	2,089	100	665	32	1,385	66	40	2
Male	1,183	100	389	33	773	65	—	—
Female	906	100	276	30	611	67	—	—
<b>55 - 64</b>								
Both sexes	1,193	100	372	31	811	68	—	—
Male	736	100	262	36	465	63	—	—
Female	457	100	110	24	346	76	—	—
<b>Industry</b>								
All industries	12,468	100	3,408	27	8,952	72	108	1
Agriculture	278	100	—	—	250	90	—	—
Natural resource-based	818	100	346	42	472	58	—	—
Manufacturing	1,779	100	509	29	1,240	70	30	2
Construction	626	100	179	29	444	71	—	—
Distributive services	1,326	100	409	31	907	68	—	—
Business services	1,337	100	64	5	1,264	94	—	—
Education, health & welfare	2,050	100	978	48	1,063	52	—	—
Public administration	1,124	100	630	56	492	44	—	—
Retail trade	1,628	100	131	8	1,478	91	—	—
Other consumer services	1,337	100	101	8	1,224	92	—	—
Not stated	165	100	37	22	117	71	—	—
<b>Size of employer<sup>1</sup></b>								
Total	12,468	100	3,408	27	8,952	72	108	1
Less than 20	3,709	100	244	7	3,437	93	28	1
Between 20 and 99	2,223	100	515	23	1,697	76	—	—
Between 100 and 499	1,836	100	635	35	1,188	65	—	—
500 or more	4,536	100	1,978	44	2,545	56	—	—
Not stated	163	100	36	22	85	52	42	26

General Social Survey, 1989

<sup>1</sup> Based on number of employees.



## **CHAPTER 3**

### **NON-STANDARD FORMS OF WORK**

Chapter 3 examines the varieties of non-standard work in which Canadians are engaged. Over the past few decades, part-time work has become much more common. There are also indications that other alternatives to a full-time, year-round, permanent paid job are becoming more prevalent. This chapter documents the extent of self-employment, temporary employment, multiple-job holding, part-time employment and part-year work among employed 15- to 64- year-old Canadians. Age and sex differences in non-standard employment are discussed, as are the distributions of these types of jobs across industrial sectors and different size work organizations.



### 3.1 HIGHLIGHTS

- In 1989, over 850,000 Canadians, 7% of all employed people aged 15 to 64, were self-employed without any employees. Own-account self-employment was more common among men and older workers, and was found more often in traditional blue-collar and lower-tier service industries.
- Almost 800,000 workers were in temporary jobs (with a specific end date), representing 8% of all employees (own-account self-employed and employers excluded). Temporary employment was most common in construction, followed by the consumer services, but may also be expanding in the upper-tier non-market service industries (public administration and education, health and welfare sectors).
- Part-time work was the most common form of non-standard employment (15% of all employed aged 15 to 64). Women and young workers aged 15 to 24 were over-represented among the part-time employed. Part-time jobs were most extensive in the lower-tier services, but were also very common in the upper-tier education, health and welfare sector.
- One in twenty Canadians held more than one job. People employed in consumer services were more likely to report a second job than people in other industries. This type of non-standard work overlapped with other types, particularly own-account self-employment and part-time work.
- Seven percent (almost 900,000) of employed 15- to 64-year-old Canadians reported seasonal jobs in which they normally worked nine or fewer months of the year. Part-year work was most common in the traditional blue-collar industries, but above average rates of seasonal work were also observed in the lower-tier consumer services.
- Combining part-time, part-year and temporary employment, all of which imply some employment insecurity, 2.8 million (22%) employed 15- to 64-year-old Canadians held a non-standard job.
- Young workers aged 15 to 24 and women were over-represented in non-standard types of work. There was also some evidence that (compared to middle-aged men) older male workers were more likely to be in non-standard (part-time, part-year and/or temporary) employment relationships.

- The lower-tier service industries (retail trade and other consumer services) exhibited the highest rates of non-standard employment. Over one-third of people working in these sectors were in non-standard (part-time, part-year and/or temporary) jobs. However, the upper-tier education, health and welfare industries also had almost 30% of their employees in non-standard jobs.
- While non-standard jobs tend to be seen as a product of the expanding service economy, one-quarter of Canadians employed in the traditional blue-collar construction sector were also in non-standard jobs, particularly part-year and temporary jobs. In addition, part-year work was fairly common in natural resource-based industries, while almost half of those employed in agriculture were self-employed (without employees).

### 3.2 METHODS

It is important to distinguish the *own-account self-employed* with no employees<sup>1</sup> from the *self-employed* who have others working for them. It is the former who are being referenced when self-employment is discussed as non-standard work. Currently employed GSS respondents were asked whether (in their main job, if they had more than one) they were mainly an employee working for someone else, or self-employed. The self-employed were then asked if they had any paid employees. The answers to these two questions were used to construct a three-category self-employment measure (employee; employer; own-account self-employed).

*Temporary work* can be defined narrowly to include only people working for temporary help agencies,<sup>2</sup> or it can be broadened to encompass all jobs that do not have an open-ended contract.<sup>3</sup> A broad definition is used here. Temporary workers are identified as people who answered "no" to the question: "Is your (main) job permanent? That is, a job without a specific end date."

Following convention, individuals (usually) working less than 30 hours per week are defined as *part-time workers*.<sup>4</sup> Compared to part-time work, *part-year work* has received much less attention. Hence, there is less consensus on the appropriate cutting point for classifying part-year workers.<sup>5</sup> Since the implicit operational definition of part-time work is 75% of a (roughly) 40 hour week, a similar fraction was used to define part-year workers as those reporting nine or fewer months of work in response to the question: "How many months in the year do you normally work at your (main)

job?". Finally, the measurement of *multiple-job holding* is self-explanatory.

This chapter examines the extent and distribution of each of these forms of non-standard work among employed Canadians aged 15 to 64. However, only part-time, part-year and temporary work are then combined into a *non-standard work* category for subsequent analyses in Chapters 4 and 5. Own-account self-employment and multiple-job holding are excluded, since it is not as clear that they signify the employment insecurity suggested by part-time, part-year and temporary work.

### 3.3 RESULTS

#### 3.3.1 Self-employment

When the employed work force is separated into employees, employers, and the self-employed without employees, 7% (858,000) are found in the own-account self-employed category (Text Table C). Roughly the same number of working Canadians are employers (7%; 900,000), representing a combined total of 14% who are self-employed. This figure matches the Labour Force Survey estimate of 14% in 1987, but is clearly up from the 11% observed a decade earlier (1975).<sup>6</sup>

**TEXT TABLE C**  
**Employed population 15 to 64 years of age by employment status, age group and sex, Canada, 1989**

Age group and sex	Total employed population				Employment status					
	Employee		Self-employed (No employees)		Employer		Not stated			
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
<b>All age groups</b>										
Both sexes	12,468	100	10,647	85	858	7	900	7	63	1
Male	6,933	100	5,682	82	531	8	683	10	38	1
Female	5,535	100	4,965	90	327	6	218	4	—	—
<b>15 - 24</b>										
Both sexes	2,242	100	2,108	94	87	4	27	1	—	—
Male	1,151	100	1,060	92	57	5	—	—	—	—
Female	1,091	100	1,049	96	31	3	—	—	—	—
<b>25 - 34</b>										
Both sexes	3,711	100	3,309	89	210	6	181	5	—	—
Male	2,057	100	1,778	86	126	6	150	7	—	—
Female	1,654	100	1,530	93	84	5	31	2	—	—
<b>35 - 44</b>										
Both sexes	3,232	100	2,638	82	262	8	319	10	—	—
Male	1,805	100	1,418	79	154	9	230	13	—	—
Female	1,427	100	1,220	86	108	8	89	6	—	—
<b>45 - 54</b>										
Both sexes	2,089	100	1,683	81	187	9	209	10	—	—
Male	1,183	100	906	77	117	10	153	13	—	—
Female	906	100	777	86	69	8	57	6	—	—
<b>55 - 64</b>										
Both sexes	1,193	100	909	76	112	9	163	14	—	—
Male	736	100	520	71	77	10	131	18	—	—
Female	457	100	390	85	35	8	32	7	—	—

Very few young workers are self-employed, with 96% of young women and 92% of young men in the "employee" category. Among employed women, the total of the two self-employed categories increases to 14% for those women aged 35 to 64. But it is among men that self-employment is most common. The total of the two self-employed categories increases with age so that, for the oldest male workers, only 71% are employees. Among these men aged 55 to 64, 10% are own-account self-employed, with an even larger proportion (18%) reporting that they employ others.

To what extent do different industries provide opportunities for self-employment, or perhaps, force people to take up this alternative form of work? Text Table D highlights the percentage of employees, employers and own-account self-employed across the 10 industrial sectors described in Chapter 2. Looking first at the agricultural sector, there is the expected high level of self-employment — only 27% of Canadians working in this industry are employees. While not as

high as in agriculture, self-employment is also quite common in construction (Text Table D), an industry in which individual entrepreneurs continue to operate. However, self-employment (either type) is rare in the manufacturing and natural resource-based industries, where large work organizations are much more common (Text Table B).

Turning to the service industries, there is very little self-employment in the education, health and welfare sector (where most workers are public employees), and an average amount in the distributive services. Self-employment (both varieties) is higher than average in the business services. Retail trade has more than its share of employers (10%), as do other consumer services (also 10%). However, own-account self-employment is most extensive (11%) in other consumer services. In fact, given the large size of this industrial sector, it contains more own-account self-employed workers (152,000) than any other sector, including agriculture (124,000) and business services (123,000).

**TEXT TABLE D**  
**Employed population 15 to 64 years of age by employment status and industry, Canada, 1989**

Industry	Total employed population				Employment status					
			Employee		Self-employed (No employees)		Employer		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
All industries	12,468	100	10,647	85	858	7	900	7	63	1
Agriculture	278	100	75	27	124	45	71	26	—	—
Natural resource-based	818	100	771	94	—	—	—	—	—	—
Manufacturing	1,779	100	1,659	93	39	2	81	5	—	—
Construction	626	100	418	67	81	13	125	20	—	—
Distributive services	1,326	100	1,145	86	86	6	93	7	—	—
Business services	1,337	100	1,099	82	123	9	112	8	—	—
Education, health & welfare	2,050	100	1,899	93	77	4	73	4	—	—
Public administration	1,124	100	1,114	99	—	—	—	—	—	—
Retail trade	1,628	100	1,329	82	117	7	164	10	—	—
Other consumer services	1,337	100	1,032	77	152	11	136	10	—	—
Not stated	165	100	104	63	30	18	—	—	—	—

Occupational differences (table not shown) reveal similar patterns, with those in agricultural and construction occupations reporting the most self-employment. However, one further interesting finding can be highlighted. In 1989, there were only 262,000 Canadians aged 15 to 64 employed in artistic and literary occupations (2% of all employed; Table 4). But a full 36% (93,000) identified themselves as self-employed without any employees.

In short, less than 30% of Canadians are employed in the goods-producing industries, and a roughly similar proportion of the own-account self-employed are found here. However, within this broad sector, self-employed workers are much more common in their traditional location, the agriculture and construction industries, which alone account for about one-quarter of all self-employed without employees. Similarly, while the proportion of all self-employed in the service industries is roughly equivalent to these industries' share of total employment, the self-employed are concentrated within the business services and, particularly the lower-tier consumer services. Since this latter sector alone employs over 1.3 million Canadians, almost one in five (18%) of all own-account self-employed are working in this industry.

### 3.3.2 Temporary employment

This analysis of temporary employment is restricted to 85% (10.6 million) of working Canadians aged 15 to 64 who were classified as employees (Text Table C). As discussed earlier, the main concern underlying analyses of non-standard forms of work is with employment insecurity. For employees, a temporary job can probably be assumed to reflect an insecure employment relationship. But for the self-employed, even those who consider their current job to be temporary, this need not be the case. Thus, different self-definitions of the meaning of temporary work could confuse inter-industry comparisons, particularly since self-employment itself varies considerably across industries (Text Table D). Given this definition, a total of 8% of Canadian employees (799,000) identified themselves as temporary workers in early 1989 (Table 7).

Young workers aged 15 to 24 are considerably more likely to be in temporary employment situations, with young men reporting a slightly higher rate (14%) than young women (13%). Many young students are employed in temporary jobs during the summer months. However, since the 1989 GSS was completed during the winter, this pattern of student summer employment

would not be inflating the estimate of temporary work among youth. Middle-aged males are least likely to be in temporary jobs, while the oldest group of male workers report an above average level of this form of non-standard employment (Table 7).

Workers in the construction industry, where employment contracts are often limited to the completion of a specific construction project, report the highest level of temporary employment (16%). Thus, as in the case of self-employment (Text Table D), workers in this traditional blue-collar industry face a higher than average chance of being in a non-standard employment relationship. However, the second highest rate of temporary employment is reported by workers in the lower-tier (other) consumer services. Here, 13% were in jobs with a specific end date. Since this sector employs many more people than does the construction industry, the absolute number of temporary workers in the consumer services (136,000) is almost twice as high as the number in construction (69,000).

Construction and consumer services are industries characterized by relatively small work organizations (Text Table B), which helps explain why the rate of temporary work is highest in small firms and organizations (Table 7). But despite this higher rate, the largest absolute number of temporary workers (274,000) is found in the large work organizations which employed the most people (Text Table A).

Many of these larger work organizations are in the education, health and welfare industries (Text Table B), which also have higher than average rates of temporary work (10%). In fact, given the absolute size of the work force in this industrial sector, there are more temporary workers (184,000) in this sector than in any other sector (Table 7). Examination of occupational differences (table not shown) reveal that 19% of people in teaching occupations (a total of 126,000) report that their jobs have a specific end date. This may reflect the nature of some elementary and secondary school teachers' employment contracts which, while normally renewed, might have a specific end date. However, some of this high rate of temporary work also reflects the employment realities faced by university and college sessional instructors and other limited-term contract teachers.

Finally, 8% (90,000) of individuals employed in public administration reported being in a temporary job. The use of limited-term contract personnel in government departments has become more common over the past decade, and many of these limited-term positions have

been filled by young workers. Thus, the significant over-representation of young workers in temporary positions is not totally a function of their concentration in the lower-tier consumer services. A substantial number are in temporary jobs in the upper-level non-market service industries.

### 3.3.3 Part-time employment

The increase in part-time jobs with the expansion of the service industries has been well documented. The percentage of employment accounted for by part-time jobs increased slowly over the past few decades, but appears to have levelled off towards the end of the 1980s. By 1989, 15% of employed Canadians aged 15 to 64 (1.9 million workers) were in part-time jobs (Table 8). But women were much more likely to be working part-time (25% compared with 7% of men).

Young workers (aged 15 to 24) were most likely to be in such jobs, with more than three-quarters of a million (789,000) reporting they worked less than 30 hours per week. The prevalence of part-time work among young workers reflects the fact that many are also students for whom part-time work may be desirable. Almost four out of ten (38%) of workers, aged 15 to 24, were enrolled in an educational program and had taken some courses within the past year. Within this subset of student workers, 74% (630,000) reported part-time jobs (table not shown).

While 31% of young male workers (aged 15 to 24) are in part-time jobs, the proportion of older men in part-time jobs is very low. Female workers exhibit a different pattern. A full 40% of women aged 15 to 24 held part-time jobs, while between 20% and 24% of women aged 25 to 64 reported a part-time job. In short, for men, part-time work is largely restricted to the young. But a significant minority of employed women of all ages are in part-time positions.

Among young workers, about seven out of ten part-time workers say they are working less than 30 hours per week because they are attending school. The majority of older female part-time workers say they are working part-time because they do not want a full-time job or, more specifically, for family or personal reasons. The small number of older men in part-time positions generally report themselves as *involuntary part-time workers* who would work full-time if they could find such a job.<sup>7</sup>

Thus, while part-time work appears to complement the school and family interests of many of those in such

positions, not all part-time workers are in these non-standard jobs by choice. However, involuntary part-time employment declined towards the end of the 1980s as the economy recovered (more so in central Canada). In 1986, the Labour Force Survey showed an annual average of 28.4% of part-time workers in this position involuntarily, while the comparable 1989 annual average was 22.2%.<sup>8</sup>

Part-time employment is largely a service sector phenomenon, although several of the service industries (distributive and business services, and public administration) reveal rates of part-time work well below average, as do the goods-producing industries (Table 8). Part-time work is most common in the two lower-tier service industries (retail trade and other consumer services), where almost one-third (32%) of the jobs (939,000 in total) are part-time. In these sectors, uneven demand for services by consumers (e.g. entertainment and food services in the evenings; shopping in the afternoons and evenings, and on weekends) becomes a strong incentive for the use of part-time employees.

Education, health and welfare industries also relied heavily on part-time workers (24%; 484,000). Examination of occupational differences in part-time work (table not shown) reveals that both teaching and medicine and health occupations have a high rate of part-time employment. While some full-time teachers may be reporting that they spend less than 30 hours a week in the classroom, it is more likely that most of these part-time jobs really do involve less than 30 hours per week, in total. The same applies to the part-time nursing jobs reported by those in medicine and health occupations. Thus, while part-time work may have begun as a lower-tier service sector innovation, it has become quite common in the upper-tier services industries as well.

Union members are only half as likely as non-members to be in part-time jobs (Table 8). To some extent, this may reflect the failure of the labour movement to organize workers in the lower-tier service industries although, given the extent to which these industries rely on student labour, this would clearly be a difficult task.<sup>9</sup> However, the very low level of part-time work in the more unionized industries, especially in public administration, also suggests that unions have successfully opposed the introduction of part-time work arrangements.

Table 8 also shows that the own-account self-employed are somewhat more likely to be in part-time jobs (20%)

than are employees (16%). Further comparisons of temporary and permanent workers, with the self-employed and employers excluded, reveal that 42% of temporary workers were in part-time jobs, while 14% of permanent workers held part-time jobs (table not shown). In short, there is evidence that the different types of non-standard employment tend to overlap.

### 3.3.4 Multiple-job holding

Working at more than one job is yet another non-standard form of employment which has been slowly increasing over the past decade. Multiple-job holding may represent a full-time worker "moonlighting" at a second job, an individual combining two part-time jobs to make ends meet, or a number of other possibilities. During the reference week in early 1989, one in twenty Canadian workers (635,000) reported holding more than one job (Table 9), a figure only slightly higher than the 4.5% annual average obtained from the 1988 Labour Force Survey.<sup>10</sup> No clear relationship between age and multiple job-holding is evident in Table 9.<sup>11</sup>

Industry differences reflect a familiar pattern with the highest level of multiple-job holding in consumer services (10%), where 130,000 workers reported a second job.<sup>12</sup> Given the prevalence of part-time and temporary jobs in these industries (Tables 7 and 8), this may signify a substantial number of workers holding several jobs in order to maintain a reasonable standard of living. These may be low-status service jobs (e.g. taxi driving or waitressing) typically associated with these lower-tier service industries. But this sector also includes a sizeable number of people working in the higher status (but often low-paying) entertainment and artistic occupations. In fact, almost one in five (19%; 49,000) of those in artistic, literary and recreational occupations reported holding a second job (table not shown).

As noted in the previous discussion of part-time employment, there is some overlap among alternative employment relationships. Self-employed workers were somewhat more likely to hold part-time jobs (Table 8). They are also more likely to report holding a second job, as are part-time workers (Table 9). Nevertheless, the majority of Canadian workers are paid employees, and in full-time positions. Hence, the majority of multiple-job holders are also employees (528,000 of 635,000), and reporting a second job in addition to their full-time job (514,000).

### 3.3.5 Part-year employment

A year-round job (either part-time or full-time) is the norm against which part-year or seasonal employment is defined as non-standard work. The 1989 GSS reveals that 7% of all employed Canadians (878,000) have part-year jobs (Table 10). Again, young workers aged 15 to 24 are over-represented, accounting for 30% (267,000) of all people typically working nine months or less during the year at their (main) job. Among the young, males are more likely to report seasonal work (14%). In the three middle-age groups, women report a slightly higher rate of part-year work compared to men. Among the oldest workers, estimates for women are too low to be reliable. However, almost one in ten older men (9%) reported a seasonal job.

The industrial distribution of seasonal work reflects a pattern more like that for self-employment than for part-time or temporary work, or multiple-job holding. In short, part-year work is most common in agriculture (12%), natural resource-based industries (12%), and construction (17%), which are affected by seasonal weather conditions (Table 10). However, the rate of part-year work is also above average in the consumer services (9%), continuing a pattern observed for each of the other non-standard forms of employment examined in this report.

As these industrial comparisons imply, the own-account self-employed are more likely to work part-year (10%). In addition, part-time workers are more than twice as likely as full-time workers to be in part-year jobs (Table 10). Those reporting more than one job show an above average rate (9%) of part-year work (table not shown). Again, the overlapping of different forms of non-standard work is very apparent.

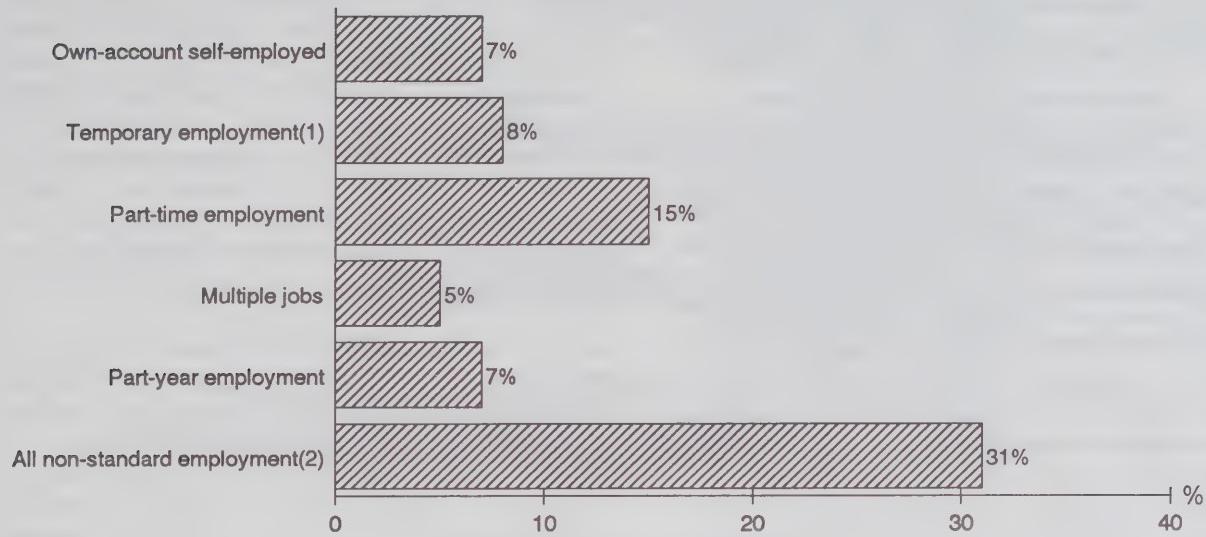
### 3.3.6 All forms of non-standard work

If these five alternative employment situations were mutually exclusive, then over 40% of all employed Canadians would be in one or another form of non-standard work. But, as noted several times previously, there is some overlap among them. Consequently, almost one in three (31%; 3.8 million) working Canadians are in some type of non-standard employment relationship (Figure G).

It could be argued that multiple-job holding should not be classified as non-standard work. For full-time

### FIGURE G

**Employed population 15 to 64 years of age who have non-standard employment by type of non-standard employment, Canada, 1989**



General Social Survey, 1989

(1) Self-employed have been excluded.

(2) Any of own-account self-employed, temporary work, part-time work, part-year work or multiple-job holding.

workers, the holding of a second part-time or part-year job does not necessarily suggest employment insecurity. However, some workers might be holding several part-time jobs in order to make an adequate income. In this case, multiple-job holding would be a response to a precarious or insecure employment situation which would already be registered (as a part-time job) in our operational definition of non-standard work. Going one step further, one might also argue that own-account self-employment should be removed from the definition since it too does not necessarily signify employment insecurity. If this reduced definition of non-standard work is used, then 22% (2.8 million) of working Canadians reported either part-time, part-year or temporary work (Table 11, Definition 2).

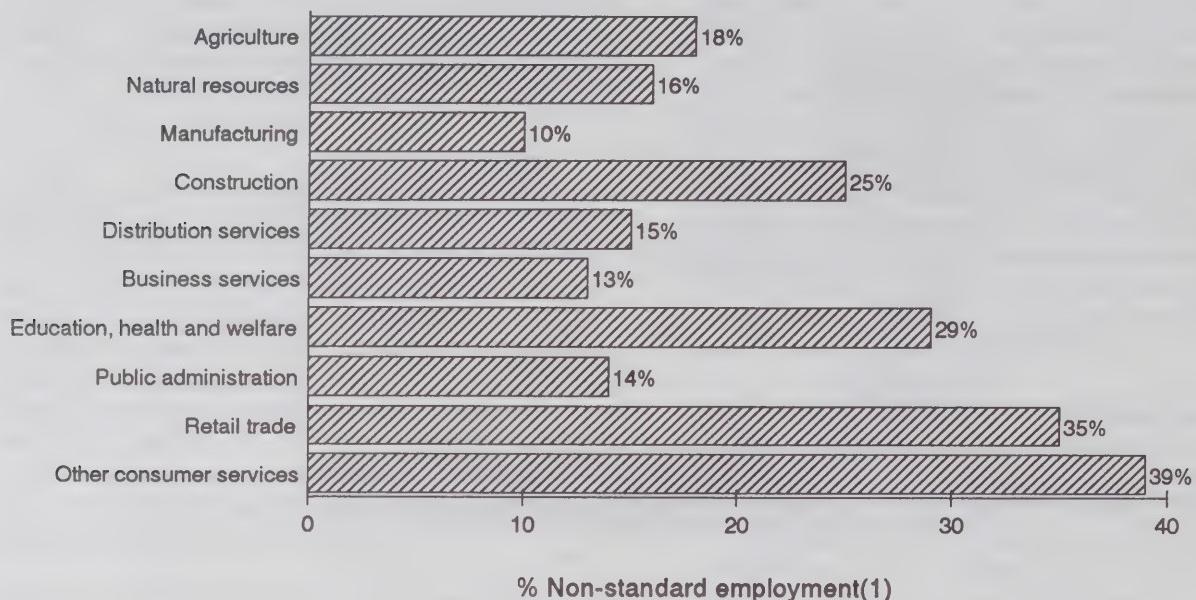
Whichever definition is used, young workers are over-represented in non-standard work (Table 11). Within each age category, women are more likely to report some form of non-standard employment. Removal of

self-employment from the operational definition (Table 11, Definition 2) reveals more clearly the gender difference in risk of non-standard employment. It also highlights more clearly the extent to which the oldest employed men, compared to those aged 35 to 54, are in non-standard employment relationships, and at risk of becoming marginal labour force participants.<sup>13-15</sup>

If the broader five-component definition is used, agriculture is at the top of the list of industries prone to non-standard employment. The three-component definition places agriculture back in the "normal" industry category, but other rankings are not disturbed (Figure H). The two lower-tier service industries, retail trade and other consumer services, exhibit the highest rates of non-standard employment, with 35% and 39% of their employees, respectively, in either part-time, part-year or temporary jobs. One of the upper-tier service sectors (education, health and welfare) also contains a large proportion of workers in non-standard

## FIGURE H

Employed population 15 to 64 years of age who have non-standard employment by industry, Canada, 1989



General Social Survey, 1989

(1) Any of part-time, part-year or temporary work.

employment relationships (29%), as does construction (25%), a traditional blue-collar goods-producing industry.

## 3.4 DISCUSSION

Alternatives to the traditional employment relationship (a full-year, full-time, permanent paid job) appear to be increasing with the shift to a service-dominated economy, in Canada, as well as in other western industrialized countries.<sup>16-18</sup> To the extent that such non-standard forms of work are becoming more common, employment (and hence, financial) insecurity for labour force participants may be increasing.

Almost one million (858,000) Canadians, 7% of all employed aged 15 to 64 report that they are self-employed but without any employees. Another 7% are self-employed and also employ others. Self-employment has increased in Canada during the past 15 years. In 1975, 11% of Canadian workers (aged 15 and over) were either employers or in the own-account

self-employed category. The increase to 14% by 1987 is significant, but the number of employers has grown somewhat more quickly than the number of own-account self-employed.<sup>19</sup> By 1989, the growth in self-employment appeared to have stalled, with a very small decrease in the proportion of self-employment registered in the first half of the year.<sup>20</sup> Thus, own-account self-employment should be recognized, but not over-emphasized, in discussions of a trend towards more non-standard employment.

Own-account self-employment is concentrated within a few industries in both the goods-producing and service sectors. It is higher than average in the expanding lower-tier service industries (retail trade and other consumer services). But it is most common in agriculture (family farms), and the construction industry (independent contractors). Hence, while some observers portray non-standard work as a recent employment innovation, it is important to remember that one type of non-standard work, own-account self-employment, has always been prevalent in certain Canadian industries.

Temporary jobs (positions with a specific end date) are held by 799,000 Canadian workers (8% of those who are not self-employed or employers). Studies which appear to use a similar definition of temporary employment provide estimates of around 5% in France, about 6% to 7% in Britain, above 8% in West Germany, above 10% in Japan, and in excess of 12% in Denmark.<sup>21-23</sup> Most of these estimates are from the mid-1980s, but presumably still reflect the current situation in these countries. Thus, with about 8% of all employees in temporary jobs, Canada does not appear to exhibit an unusually high or low level of temporary work. Since these other studies concur that temporary work has been slowly increasing, the same probably also applies to Canada.<sup>24</sup>

In Canada, temporary jobs are most common in the construction industry, followed by the consumer services. In this respect, the distribution of temporary work resembles that of own-account self-employment. However, an above average rate of temporary work is also observed in the non-market upper-level service sector of education, health and welfare. In fact, since the education, health and welfare sector employs more Canadians than any other of the broad industrial sectors considered in this report, the largest number of temporary workers (184,000) are found here. Another 136,000 work in the (other) consumer services, and 69,000 are employed in the construction industry.

The large number of temporary workers in the non-market upper-tier services can be traced to the growing reliance on limited-term contract personnel in government departments, educational institutions, and health care organizations.<sup>25</sup> In some cases, youth employment and training funds allow the hiring of students and other young workers, but for only a limited period of time. In other situations, permanent positions have been cut to satisfy demands for a reduction in the public service, and have been replaced by short-term contract positions. In both cases, these types of jobs exhibit precisely the employment insecurity implied by the term "temporary worker".

Today, part-time jobs account for 15% of all employment in Canada. The growth in part-time employment, since the 1960s, has been well documented. Between 1975 and 1990, full-time employment in Canada increased by 30%, compared with an almost 50% increase for part-time employment.<sup>26-27</sup> But this trend (to a higher proportion of part-time jobs) appears to have slowed in the last few years. In 1981, prior to the recession, 13.5% of all employed Canadians (aged 15 and over) were in

part-time jobs. This figure rose to 15.4% by 1983, and has shifted only marginally since then. In 1989, the absolute increase in the number of part-time jobs (6,000 in total) was smaller than in any year since the beginning of the decade.<sup>28</sup> Nevertheless, part-time work clearly remains the most common form of non-standard work, and estimates of its extent are probably somewhat lower than they should be.<sup>29</sup>

Young workers and women are most likely to be in part-time jobs. For many part-time workers, particularly students and some young parents, a shorter work week is a satisfactory arrangement in terms of time demands. But it is also clear that much of the growth in part-time work has been instigated by employers seeking ways to reduce labour costs.<sup>30</sup> Nevertheless, *involuntary part-time employment* has declined somewhat since the middle of the decade. It could be concluded that concerns about the extent of part-time work in the Canadian labour market are overstated. However, even if a majority of part-time workers state that they are in such jobs for educational, personal or family reasons, it remains critically important to ask about the quality of these jobs.

The own-account self-employed are somewhat more likely to be working part-time, while four out of ten temporary workers are in part-time positions. Thus, these alternative forms of non-standard employment tend to overlap. But unlike own-account self-employment and temporary work, which are observed in specific locations within both the goods-producing and the service sectors, part-time work is largely restricted to the service industries. It is particularly concentrated within the lower-tier services, but has also become quite common in the upper-tier education, health and welfare sectors. Consequently, a detailed examination of the work rewards received by part-time and other non-standard workers, in both the upper- and lower-tier services, would be useful.

Like other forms of non-standard work, multiple-job holding has been slowly increasing in Canada. Labour Force Survey estimates revealed 212,000 workers with more than one job in 1975, compared with 626,000 in June of 1990.<sup>31</sup> In 1980, 3.1% of all workers held more than one job, and by 1988, this had increased to 4.5%.<sup>32</sup> The 1989 GSS estimate, for the currently employed aged 15 to 64, was slightly higher (5%). A similar trend has been observed in the United States where 6.2% of all employed persons held more than one job in 1989, compared with 4.9% in 1980.<sup>33</sup> However, this comparison reveals that Canada has not moved quite as far in this direction.

Why do people take a second job? United States data reveal that 44% of multiple-job holders have immediate financial reasons (meeting regular household payments or paying off debts), while about 16% are using the second job to save for the future.<sup>34</sup> Equivalent Canadian data are not available, but since multiple job-holders in Canada tend to be found in the same socio-demographic groups, it is likely that a similar set of motives would be found in Canada.<sup>35</sup> Evidence from the 1989 GSS that part-time workers and people employed in the lower-tier consumer services are more likely to be holding a second job also supports such a conclusion.

However, since the majority of dual-job holders are supplementing a full-time job, and since about one-third of multiple-job holders have a professional or managerial first job,<sup>36</sup> one should be cautious about assuming that all Canadians with more than one job are, in fact, in a precarious financial or employment situation.

Seasonal or part-year work is the fifth type of non-standard employment examined in this chapter. In 1989, a total of 7% (878,000) of employed 15- to 64-year-old Canadians reported jobs in which they normally work nine or fewer months of the year. There are no published earlier estimates of part-year work, using an equivalent definition, against which this 1989 estimate can be compared.<sup>37</sup> Thus, a comment cannot be made on an increase or decrease in part-year employment over the past decade.

The 1989 GSS shows that seasonal work is most common in the traditional blue-collar industries (agriculture, construction, and natural resource-based industries), where weather affects working conditions. But following the pattern observed for the other forms of non-standard work, a higher than average rate of seasonal work is also found in the lower-level consumer services. Again, weather would be the ultimate cause, but in this case, its effect on the accommodation, tourism and entertainment industries would explain the seasonal nature of employment.

Young workers are more likely to be in a part-year job because of the industries in which they typically work. Specifically, many young women and men are employed in the lower-tier consumer services, while males, aged 15 to 24, are also over-represented in the construction industry (Table 3). Given that young workers are much more likely than older workers to be in part-time jobs (Table 8), one would expect to find a considerable number of part-time workers in part-year jobs. In fact, the 1989 GSS shows that 15% of part-time workers are

in seasonal jobs, compared with about 6% of full-time workers.<sup>38</sup>

As this last example shows, there is a considerable amount of overlap among the various forms of non-standard work. Taking this into account, there are 3.8 million Canadians (31% of employed 15- to 64-year-olds) in some form of non-standard employment relationship. Using a more restrictive definition that includes only part-time, part-year and temporary work, there are 2.8 million (22%) employed 15- to 64-year-old Canadians holding a non-standard job. In short, more than one in five Canadian workers aged 15 to 64 do not hold a traditional full-year, full-time permanent job. Young workers are heavily over-represented in non-standard jobs, and women are more likely than men to be in these marginal positions. There is also evidence that, compared to men in the middle-age groups, a larger proportion of older males are in non-standard jobs.

Recent discussions of non-standard work have generally concluded that it is increasing. This does appear to be the case. A cross-sectional survey, like the 1989 GSS, cannot document trends. But comparisons to other earlier national surveys do reveal a slow increase in various forms of non-standard employment. While the growth and extent of non-standard employment are clearly noteworthy, the trend should also not be exaggerated, particularly since part-time work, the most common form of non-standard employment, did not really increase (in relative terms) in the second half of the 1980s.

The growth in non-standard employment is clearly part of the transition to a service-dominated economy. But when speaking about non-standard jobs, one must also look beyond the service industries. Some forms of non-standard work (own-account self-employment and seasonal jobs) have long existed in several of the goods-producing industries (e.g. agriculture, natural resource-based industries and construction). Thus, to some extent, non-standard work might also be seen as a product of Canada's long-standing reliance on the production of raw materials for export, or in other words, as a part of the staple-based economy.<sup>39</sup>

However, the service industries account for about 70% of all employment and also contain the majority of non-standard jobs. The analyses presented in this chapter clearly demonstrate that non-standard employment is most extensive in the lower-tier service industries (retail trade and consumer services). But even this is an incomplete picture, since part-time and temporary work have also become more prevalent in the upper-tier

education, health, and welfare industries. Thus, generalizations about the *growth and distribution* of non-standard jobs in a service-based economy must be made cautiously.

Finally, there has been very little research on the *quality* of non-standard jobs. To what extent do they pay less, offer fewer benefits, less job security, and fewer career opportunities? Do Canadians employed in full-time, full-year, permanent paid jobs report a better match between their education and the task demands of their job? Are non-standard workers any less satisfied with their jobs? Are differences in work rewards between standard and non-standard jobs as pronounced in the upper-tier as in the lower-tier service industries? The next two chapters will focus directly on these and related questions, about the work rewards available in different industries and in standard and non-standard jobs.

## NOTES

1. Economic Council of Canada. *Good Jobs, Bad Jobs: Employment in the Service Economy*. (Ottawa: Supply and Services Canada, 1990), p. 12.
2. This is the approach taken by the Economic Council of Canada, *ibid*, p. 12.
3. Dale, A. and C. Bamford. "Temporary workers: cause for concern or complacency?" *Work, Employment and Society*, 2 (1988), p. 191-209.
4. Labour Force Survey estimates of part-time work are based on the total number of hours worked per week (in all jobs, if the respondent reported more than one job). See Pold, H. "The labour market: mid-year report." *Perspectives on Labour and Income*. (Ottawa: Statistics Canada, Autumn Supplement, 1990), p. 9. The same operational definition is used here. But unlike the Labour Force Survey approach, individuals working less than 30 hours in a job which never requires more hours (e.g. airline pilots) are included in the estimates of part-time employment. Thus, the number of part-time employees in the upper-tier services may be slightly over estimated in the following analyses.
5. "Short term work" is defined as jobs of less than six months in duration by the Economic Council of Canada, *ibid*, p. 12. However, this definition does not clearly distinguish between temporary and seasonal work.
6. Cohen, G.L. "Self-employment in Canada." *Canadian Social Trends*. (Ottawa: Statistics Canada, Spring, 1989), p. 17-19.
7. Given the size of the GSS sample, estimates of involuntary part-time employment by age and sex are based on small sub-samples and, hence, are not highly reliable. The observations reported here are based on 1989 annual averages. *The Labour Force, Annual Averages*. (Ottawa: Statistics Canada, December, 1989).
8. Statistics Canada. *The Labour Force, Annual Averages*. (Ottawa: Statistics Canada, December, 1987, 1989).
9. Students would not, necessarily, oppose union organizing attempts any more than would other employees. However, to the extent that students view their jobs as temporary, rather than as career beginnings, they would be less motivated to organize collectively. In addition, staff turnover is high in these industries, making union organizing drives all the more difficult.
10. Webber, M. "Moonlighters." *Perspectives on Labour and Income*. (Ottawa: Statistics Canada, Winter, 1989), p. 21.
11. Labour Force Survey estimates show somewhat higher rates of multiple-job holding among young workers. See Webber, *ibid*, p. 23. They also reveal a convergence of male and female rates since the beginning of the decade when women were less likely to report more than one job. The larger sample size used in the Labour Force Surveys makes these estimates of multiple-job holding among sub-groups of Canadian workers more reliable.
12. GSS respondents were placed into industrial categories on the basis of their main job.
13. Parliament, J. "Increases in long-term unemployment." *Canadian Social Trends*. (Ottawa: Statistics Canada, Spring, 1987), p. 16-19.
14. Lindsay, C. "The decline in employment among men aged 55-64, 1975-1985." *Canadian Social Trends*. (Ottawa: Statistics Canada, Spring, 1987), p. 12-15.

15. Cohen, G.L. "Then and now: the changing face of unemployment." *Perspectives on Labour and Income*. (Ottawa: Statistics Canada, 1991), p. 37-45.
16. Economic Council of Canada, op cit, p. 12.
17. International Labour Organization (ILO). *World Labour Report*, 1-2. (Oxford: Oxford University Press, 1987), p. 41-42.
18. Organization for Economic Cooperation and Development (OECD). *OECD Employment Outlook*. (Paris: OECD, 1986), p. 60.
19. Cohen, op cit, p. 18.
20. Akyeampong, E.B. "The labour market: mid-year report." *Perspectives on Labour and Income*. (Ottawa: Statistics Canada, Autumn, 1989), p. 25.
21. Piotet, F. *The Changing Face of Work: Researching and Debating the Issues*. (Dublin: European Foundation for the Improvement of Living and Working Conditions, 1987), p. 11.
22. Dale and Bamford, op cit, p. 196
23. Lane, C. "From 'welfare capitalism' to 'market capitalism': a comparative review of trends toward employment flexibility in the labour markets of three major European societies." *Sociology*, 23, 4 (1989), p. 600.
24. The Economic Council, op cit, p. 12 notes that "temporary help agency work" tripled during the 1980s, but agency work does not account for all temporary work, as defined here.
25. For example, in March of 1990, 12% of the health and social service work force in Alberta consisted of casual, contract or temporary workers, including 37% of registered nurses. Alberta Health and Social Services Disciplines Committee. *Health and Social Service Workforce in Alberta, March 31, 1990*. (Edmonton, 1990), p. 21.
26. Pold, H. "The labour market: mid-year report." *Perspectives on Labour and Income*. (Ottawa: Statistics Canada, Autumn Supplement, 1990), p. 4.
27. For U.S. data, see Tilly, C. "Reasons for the continuing growth of part-time employment." *Monthly Labor Review*, (March, 1991), p. 10-18.
28. Côté, M. "The labour force: into the '90s." *Perspectives on Labour and Income*. (Ottawa: Statistics Canada, Spring, 1990), p. 8.
29. Individuals holding several part-time jobs, which total to 30 or more hours per week, are counted among the full-time employed. Pold, op cit, p. 4.
30. Tilly, op cit, p. 10.
31. Pold, op cit, p. 4.
32. Webber, op cit, p. 21.
33. Stinson, J.F. Jr. "Multiple jobholding up sharply in the 1980's." *Monthly Labor Review*, (July, 1990), p. 3.
34. Stinson, ibid, p. 23.
35. Webber, op cit, p. 29.
36. Webber, op cit, p. 25.
37. For a discussion of year-round employment patterns in 1984 and 1985, see Veevers, R. "Results from the Annual Work Patterns Survey: 1984 and 1985." *The Labour Force*. (Ottawa: Statistics Canada, March, 1986), p. 85-114. However, these data are not directly comparable to the 1989 GSS estimates. The Annual Work Patterns Survey details the number of months in which an individual was employed, but does not distinguish between those who "normally" work for less than 12 months and those who moved between employment, unemployment and labour market inactivity for other reasons.
38. While the 1985 Annual Work Patterns Survey cannot provide exact comparisons, it does clearly show that part-time workers are much more likely than full-time workers to be in part-year jobs. See Veevers, ibid, p. 95.
39. See Krahn, H. and G.S. Lowe. *Work, Industry, and Canadian Society*. (Toronto: Nelson Canada, 1988), p. 49-50 for a brief discussion of the "staples theory of economic growth."

TABLE 7

Employed population 15 to 64 years of age who are employees by main job status, age group and sex then industry then size of employer<sup>1</sup> then membership in a labour union, Canada, 1989

Selected characteristics	Total employed population <sup>2</sup>		Main job status					
			Permanent <sup>3</sup>		Temporary		Not stated	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>All age groups</b>								
Both sexes	10,647	100	9,827	92	799	8	—	—
Male	5,682	100	5,284	93	391	7	—	—
Female	4,965	100	4,543	92	408	8	—	—
15 - 24								
Both sexes	2,108	100	1,814	86	287	14	—	—
Male	1,060	100	909	86	151	14	—	—
Female	1,049	100	906	86	136	13	—	—
25 - 34								
Both sexes	3,309	100	3,082	93	222	7	—	—
Male	1,778	100	1,666	94	112	6	—	—
Female	1,530	100	1,416	93	110	7	—	—
35 - 44								
Both sexes	2,638	100	2,487	94	149	6	—	—
Male	1,418	100	1,366	96	52	4	—	—
Female	1,220	100	1,121	92	98	8	—	—
45 - 54								
Both sexes	1,683	100	1,606	95	73	4	—	—
Male	906	100	875	97	27	3	—	—
Female	777	100	731	94	45	6	—	—
55 - 64								
Both sexes	909	100	837	92	67	7	—	—
Male	520	100	468	90	48	9	—	—
Female	390	100	369	95	—	—	—	—
<b>Industry</b>								
All industries	10,647	100	9,827	92	799	8	—	—
Agriculture	75	100	62	83	—	—	—	—
Natural resource-based	771	100	743	96	28	4	—	—
Manufacturing	1,659	100	1,582	95	73	4	—	—
Construction	418	100	349	84	69	16	—	—
Distributive services	1,145	100	1,095	96	50	4	—	—
Business services	1,099	100	1,047	95	52	5	—	—
Education, health & welfare	1,899	100	1,713	90	184	10	—	—
Public administration	1,114	100	1,023	92	90	8	—	—
Retail trade	1,329	100	1,235	93	88	7	—	—
Other consumer services	1,032	100	892	86	136	13	—	—
Not stated	104	100	84	81	—	—	—	—
<b>Size of employer<sup>1</sup></b>								
Total	10,647	100	9,827	92	799	8	—	—
Less than 20	2,142	100	1,926	90	212	10	—	—
Between 20 and 99	2,083	100	1,929	93	154	7	—	—
Between 100 and 499	1,788	100	1,650	92	137	8	—	—
500 or more	4,489	100	4,214	94	274	6	—	—
Not stated	145	100	108	74	—	—	—	—
<b>Union member</b>								
Total	10,647	100	9,827	92	799	8	—	—
Yes	3,324	100	3,102	93	221	7	—	—
No	7,244	100	6,670	92	570	8	—	—
Not stated	79	100	55	70	—	—	—	—

General Social Survey, 1989

<sup>1</sup> Based on number of employees.

<sup>2</sup> Population does not include either the self-employed or employers.

<sup>3</sup> That is, employees having a job without a specific end date.

**TABLE 8**

**Employed population 15 to 64 years of age by type of employment, age group and sex then industry then size of employer<sup>1</sup> then membership in a labour union then employment status, Canada, 1989**

Selected characteristics	Total employed population		Type of employment					
			Full-time		Part-time <sup>2</sup>		Not stated	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>All age groups</b>								
Both sexes	12,468	100	10,525	84	1,905	15	38	—
Male	6,933	100	6,412	92	505	7	—	—
Female	5,535	100	4,113	74	1,400	25	—	—
15 - 24								
Both sexes	2,242	100	1,449	65	789	35	—	—
Male	1,151	100	796	69	352	31	—	—
Female	1,091	100	653	60	437	40	—	—
25 - 34								
Both sexes	3,711	100	3,302	89	404	11	—	—
Male	2,057	100	1,982	96	72	4	—	—
Female	1,654	100	1,319	80	332	20	—	—
35 - 44								
Both sexes	3,232	100	2,869	89	350	11	—	—
Male	1,805	100	1,779	99	—	—	—	—
Female	1,427	100	1,089	76	327	23	—	—
45 - 54								
Both sexes	2,089	100	1,866	89	215	10	—	—
Male	1,183	100	1,157	98	—	—	—	—
Female	906	100	709	78	193	21	—	—
55 - 64								
Both sexes	1,193	100	1,039	87	147	12	—	—
Male	736	100	697	95	36	5	—	—
Female	457	100	342	75	111	24	—	—
<b>Industry</b>								
All industries	12,468	100	10,525	84	1,905	15	38	—
Agriculture	278	100	256	92	—	—	—	—
Natural resource-based	818	100	796	97	—	—	—	—
Manufacturing	1,779	100	1,708	96	71	4	—	—
Construction	626	100	590	94	35	6	—	—
Distributive services	1,326	100	1,235	93	89	7	—	—
Business services	1,337	100	1,202	90	135	10	—	—
Education, health & welfare	2,050	100	1,560	76	484	24	—	—
Public administration	1,124	100	1,050	93	74	7	—	—
Retail trade	1,628	100	1,108	68	515	32	—	—
Other consumer services	1,337	100	912	68	424	32	—	—
Not stated	165	100	108	66	44	27	—	—
<b>Size of employer<sup>1</sup></b>								
Total	12,468	100	10,525	84	1,905	15	38	—
Less than 20	3,709	100	2,957	80	729	20	—	—
Between 20 and 99	2,223	100	1,907	86	316	14	—	—
Between 100 and 499	1,836	100	1,634	89	202	11	—	—
500 or more	4,536	100	3,911	86	618	14	—	—
Not stated	163	100	115	71	39	24	—	—

**TABLE 8**

**Employed population 15 to 64 years of age by type of employment, age group and sex then industry then size of employer<sup>1</sup> then membership in a labour union then employment status, Canada, 1989 — concluded**

Selected characteristics	Total employed population		Type of employment					
			Full-time		Part-time <sup>2</sup>		Not stated	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>Union member</b>								
Total	12,468	100	10,525	84	1,905	15	38	—
Yes	3,408	100	3,098	91	302	9	—	—
No	8,952	100	7,338	82	1,588	18	—	—
Not stated	108	100	88	81	—	—	—	—
<b>Employment status</b>								
Total	12,468	100	10,525	84	1,905	15	38	—
Employee	10,647	100	8,967	84	1,671	16	—	—
Self-employed	858	100	672	78	174	20	—	—
Employer	900	100	852	95	41	5	—	—
Not stated	63	100	34	54	—	—	—	—

General Social Survey, 1989

<sup>1</sup> Based on number of employees.

<sup>2</sup> Those working a total of fewer than 30 hours per week in one or more jobs.

TABLE 9

Employed population 15 to 64 years of age by number of jobs held, age group and sex then industry then employment status then type of employment, Canada, 1989

Selected characteristics	Total employed population		Respondent with one or more jobs					
			One job		Two or more jobs		Not stated	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
All age groups								
Both sexes	12,468	100	11,822	95	635	5	—	—
Male	6,933	100	6,597	95	333	5	—	—
Female	5,535	100	5,225	94	302	5	—	—
15 - 24								
Both sexes	2,242	100	2,125	95	114	5	—	—
Male	1,151	100	1,100	96	48	4	—	—
Female	1,091	100	1,025	94	66	6	—	—
25 - 34								
Both sexes	3,711	100	3,509	95	202	5	—	—
Male	2,057	100	1,953	95	104	5	—	—
Female	1,654	100	1,556	94	98	6	—	—
35 - 44								
Both sexes	3,232	100	3,049	94	176	5	—	—
Male	1,805	100	1,719	95	86	5	—	—
Female	1,427	100	1,330	93	89	6	—	—
45 - 54								
Both sexes	2,089	100	1,990	95	99	5	—	—
Male	1,183	100	1,110	94	73	6	—	—
Female	906	100	880	97	26	3	—	—
55 - 64								
Both sexes	1,193	100	1,149	96	44	4	—	—
Male	736	100	715	97	—	—	—	—
Female	457	100	434	95	—	—	—	—
Industry								
All industries	12,468	100	11,822	95	635	5	—	—
Agriculture	278	100	265	95	—	—	—	—
Natural resource-based	818	100	804	98	—	—	—	—
Manufacturing	1,779	100	1,690	95	88	5	—	—
Construction	626	100	614	98	—	—	—	—
Distributive services	1,326	100	1,273	96	54	4	—	—
Business services	1,337	100	1,260	94	78	6	—	—
Education, health & welfare	2,050	100	1,906	93	143	7	—	—
Public administration	1,124	100	1,083	96	41	4	—	—
Retail trade	1,628	100	1,569	96	59	4	—	—
Other consumer services	1,337	100	1,207	90	130	10	—	—
Not stated	165	100	152	92	—	—	—	—
Employment status								
Total	12,468	100	11,822	95	635	5	—	—
Employee	10,647	100	10,119	95	528	5	—	—
Self-employed	858	100	793	92	65	8	—	—
Employer	900	100	860	95	41	5	—	—
Not stated	63	100	50	79	—	—	—	—
Type of employment								
Total	12,468	100	11,822	95	635	5	—	—
Full-time	10,525	100	10,010	95	514	5	—	—
Part-time <sup>1</sup>	1,905	100	1,784	94	121	6	—	—
Not stated	38	100	27	72	—	—	—	—

<sup>1</sup> Those working a total of fewer than 30 hours per week in one or more jobs.

**TABLE 10**  
**Employed population 15 to 64 years of age by number of months worked at main job, age group and sex then industry then employment status then type of employment, Canada, 1989**

Selected characteristics	Total employed population		Number of months worked at main job					
			Part-year work <sup>1</sup>		Full-year work		Not stated	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>All age groups</b>								
Both sexes	12,468	100	878	7	11,458	92	132	1
Male	6,933	100	510	7	6,349	92	74	1
Female	5,535	100	368	7	5,109	92	58	1
15 - 24								
Both sexes	2,242	100	267	12	1,925	86	49	2
Male	1,151	100	164	14	958	83	29	3
Female	1,091	100	103	9	967	89	—	—
25 - 34								
Both sexes	3,711	100	208	6	3,458	93	46	1
Male	2,057	100	113	5	1,922	93	—	—
Female	1,654	100	95	6	1,535	93	—	—
35 - 44								
Both sexes	3,232	100	185	6	3,026	94	—	—
Male	1,805	100	95	5	1,699	94	—	—
Female	1,427	100	90	6	1,327	93	—	—
45 - 54								
Both sexes	2,089	100	135	6	1,948	93	—	—
Male	1,183	100	72	6	1,105	93	—	—
Female	906	100	63	7	843	93	—	—
55 - 64								
Both sexes	1,193	100	84	7	1,100	92	—	—
Male	736	100	67	9	664	90	—	—
Female	457	100	—	—	436	96	—	—
<b>Industry</b>								
All industries	12,468	100	878	7	11,458	92	132	1
Agriculture	278	100	34	12	241	87	—	—
Natural resource-based	818	100	97	12	709	87	—	—
Manufacturing	1,779	100	103	6	1,665	94	—	—
Construction	626	100	107	17	517	83	—	—
Distributive services	1,326	100	88	7	1,229	93	—	—
Business services	1,337	100	48	4	1,277	96	—	—
Education, health & welfare	2,050	100	127	6	1,913	93	—	—
Public administration	1,124	100	66	6	1,057	94	—	—
Retail trade	1,628	100	68	4	1,520	93	40	2
Other consumer services	1,337	100	122	9	1,187	89	28	2
Not stated	165	100	—	—	145	88	—	—
<b>Employment status</b>								
Total	12,468	100	878	7	11,458	92	132	1
Employee	10,647	100	756	7	9,779	92	112	1
Self-employed	858	100	86	10	756	88	—	—
Employer	900	100	31	3	866	96	—	—
Not stated	63	100	—	—	57	90	—	—
<b>Type of employment</b>								
Total	12,468	100	878	7	11,458	92	132	1
Full-time	10,525	100	590	6	9,867	94	67	1
Part-time <sup>2</sup>	1,905	100	284	15	1,563	82	58	3
Not stated	38	100	—	—	28	73	—	—

General Social Survey, 1989

<sup>1</sup> Part-year work is defined as nine or fewer months (includes vacation, illness, strikes, lock-outs and maternity leave).

<sup>2</sup> Those working a total of fewer than 30 hours per week in one or more jobs.

**TABLE 11**  
**Employed population 15 to 64 years of age by non-standard employment, age group and sex then industry, Canada, 1989**

Selected characteristics	Total employed population		Non-standard employment		
			Definition 1 <sup>1</sup>		Definition 2 <sup>2</sup>
	No.	No.	%	No.	%
(Numbers in thousands)					
<b>All age groups</b>					
Both sexes	12,468	3,811	31	2,794	22
Male	6,933	1,749	25	1,083	16
Female	5,535	2,063	37	1,710	31
15 - 24					
Both sexes	2,242	1,080	48	991	44
Male	1,151	522	45	468	41
Female	1,091	559	51	523	48
25 - 34					
Both sexes	3,711	954	26	670	18
Male	2,057	437	21	258	13
Female	1,654	516	31	412	25
35 - 44					
Both sexes	3,232	861	27	548	17
Male	1,805	339	19	141	8
Female	1,427	522	37	407	29
45 - 54					
Both sexes	2,089	563	27	330	16
Male	1,183	266	22	96	8
Female	906	298	33	234	26
55 - 64					
Both sexes	1,193	354	30	255	21
Male	736	185	25	120	16
Female	457	168	37	135	30
<b>Industry</b>					
All industries	12,468	3,811	31	2,794	22
Agriculture	278	169	61	49	18
Natural resource-based	818	150	18	130	16
Manufacturing	1,779	286	16	185	10
Construction	626	219	35	159	25
Distributive services	1,326	300	23	194	15
Business services	1,337	327	24	177	13
Education, health & welfare	2,050	747	36	597	29
Public administration	1,124	199	18	161	14
Retail trade	1,628	677	42	575	35
Other consumer services	1,337	673	50	518	39
Not stated	165	64	39	48	29

<sup>1</sup> Any of own-account self-employment, temporary work, part-time work, part-year work or multiple-job holding.

<sup>2</sup> Any of part-time, part-year or temporary work.

General Social Survey, 1989

## **CHAPTER 4**

### **EXTRINSIC WORK REWARDS**

The two previous chapters have demonstrated the diversity of employment locations and relationships within the service industries. Chapter 4 begins to examine assumptions about the quality of employment in a service economy by focusing on extrinsic (material) work rewards. The first set of analyses compares individual incomes across industries as well as in standard and non-standard jobs. Occupational differences, union membership patterns and seniority are also brought into the picture as explanatory variables. The discussion then shifts to the distribution of a number of fringe benefits. The third set of findings highlight differences in career opportunities and job security.



## 4.1 HIGHLIGHTS

- The average 1988 personal income of 8.6 million currently (in the same job with the same employer) employed 15- to 64-year-old Canadians was \$27,199. The female/male income ratio of .61 largely reflected the over-representation of women in lower-paying, often part-time jobs, in clerical, sales and service occupations.
- Personal 1988 incomes in the lower-tier service industries were much lower than in the goods-producing and upper-tier service industries. The ratio of clerical, sales and service incomes to managerial and professional incomes was also lower in retail trade and other consumer services.
- Part-time workers reported personal 1988 incomes about one-third the size of those reported by full-time workers. A similar pattern was observed in comparisons of Canadians employed in standard and non-standard jobs.
- Seniority (length of time in a job) had a strong positive effect on personal income, but workers in the lower-tier services must remain longer with an employer before seniority translates into higher incomes.
- Almost two-thirds of employed 15- to 64-year-old Canadians reported having medical insurance, just over half had a dental plan and an employer-paid pension plan, while four out of ten stated that their employer provides paid maternity leave. Employees in large work organizations and union members were more likely to receive these fringe benefits, but the differences between those in standard and non-standard jobs were much larger.
- Fringe benefits were less common in the lower-tier service industries, as well as in agriculture and construction. Within each industry, workers in non-standard jobs were less likely to receive fringe benefits.
- One-third of employed 15- to 64-year-old Canadians had received a promotion in the past five years, but over half evaluated their career development and promotion opportunities positively. The distribution of promotion opportunities did not completely parallel that of pay and benefits. While the lower-tier services offered fewer promotion opportunities, they were not that far below average. However, non-standard workers clearly received fewer promotions.

- Less than 10% of currently employed Canadians expected to lose their job within a year. Fears of job loss were higher among non-standard workers, but as one would expect, mainly among part-year and temporary employees. The highest expectation of job loss (56%) was observed among non-standard workers in the construction industry. But distinct pockets of non-standard workers concerned about losing their job were also observed in other sectors such as public administration.

## 4.2 METHODS

Pay (including self-employed income) is the most concrete of all extrinsic job rewards, so this chapter begins with a detailed analysis of the individual incomes of employed 15- to 64-year-old Canadians. If the main concern was with standard of living, an analysis of household incomes would be more appropriate, given the extent to which two-earner households have become the norm in Canada. However, the central question addressed in this report has to do with the quality of jobs (which, in turn, affects the standard of living). Hence, the following analyses focus on individual incomes.

Fringe benefits are a form of indirect income provided by an employer and, on average, add another third to the pay received for regular hours worked.<sup>1</sup> Thus, the second section of the chapter examines the distribution of four different fringe benefits. The third section focuses on promotions received, perceptions of promotion and career development opportunities, and self-reports of job security. The rationale for including these variables in this discussion of extrinsic work rewards is quite simple: promotions generally mean higher pay (and perhaps also greater intrinsic work rewards), while job security, to a large extent, equals income security.

A significant number of GSS respondents (19%) did not answer the question about income. While this is a problem encountered in almost all surveys, and one that must be taken into account when interpreting the results, there are several additional reasons why the 1989 GSS is not an ideal vehicle for studying patterns of income distribution within the Canadian labour force. First, employed GSS respondents were *not* asked how much they were being paid in their current job but, instead, "What is your best estimate of your total personal income in 1988 from all sources?". Assuming that pay would form the largest part of total 1988 income, the following analyses use this variable, even though wage and salary income cannot be separated from other types

of income, such as, government transfer payments and investment income.

Second, reported incomes were capped at \$60,000 in the GSS microdata set. Consequently, average incomes are somewhat lower than they would be if the original raw data had been examined. Third, in order to match current (early 1989) employment characteristics with 1988 personal income, the analysis must be restricted to those who were still in the same job they had held (for the longest period of time) in 1988, and who were still with the same employer. But while this particular income measure may not be ideal,<sup>2</sup> it is the only one available, and it will allow for general comparisons to be made across industries and employment statuses. Because of non-response on the income question and restrictions on the sample, the population for the following analyses is reduced to 8.6 million currently employed 15- to 64-year-old Canadians.

A simple check list was used to enquire about *fringe benefits* received. All currently employed respondents were asked whether their business/company provided them with: a) a pension plan; b) medical insurance; and c) a dental plan. In addition, they were asked whether their business/company provided paid maternity leave for employees.

Career opportunities, as indexed by *promotions*, were measured with the question: "In the last five years (or since the respondent started with the company, if less than five years), how many times have you received a promotion from your current business/company?" Because the answers were highly skewed (66% of the currently employed reported no promotions), they were combined into a binary variable which distinguished between those who had received no promotions and those reporting one or more promotions.

A second indicator of *career opportunities* used responses to the statement "Your chances for promotion and career development are good", a variation on an item included in the 1973 National Job Satisfaction Survey.<sup>3</sup> Answers of "strongly agree" and "agree somewhat" (26% and 31%, respectively, of all currently employed, excluding employers and the own-account self-employed) were combined to create a binary measure which distinguished those who agreed with this job evaluation statement from those who did not.

A self-assessment of *job security* completes the set of dependent variables used in this chapter on extrinsic job rewards. Respondents could answer "yes" or "no" to the question: "Do you think it is likely that you will

lose your job or be laid off in the next year?". Analyses of perceived job security, as well as the two career opportunity measures, are restricted to paid employees (employers and the own-account self-employed are excluded).

Along with industry, occupation, size of work organization, union membership, standard and non-standard work, *seniority* is introduced as an independent variable in this chapter because of its potential effect on income differences. Respondents were asked "In what year did you start working for this business/company?". Their answers, subtracted from 1989, are used as a measure of seniority.

## 4.3 RESULTS

### 4.3.1 Pay

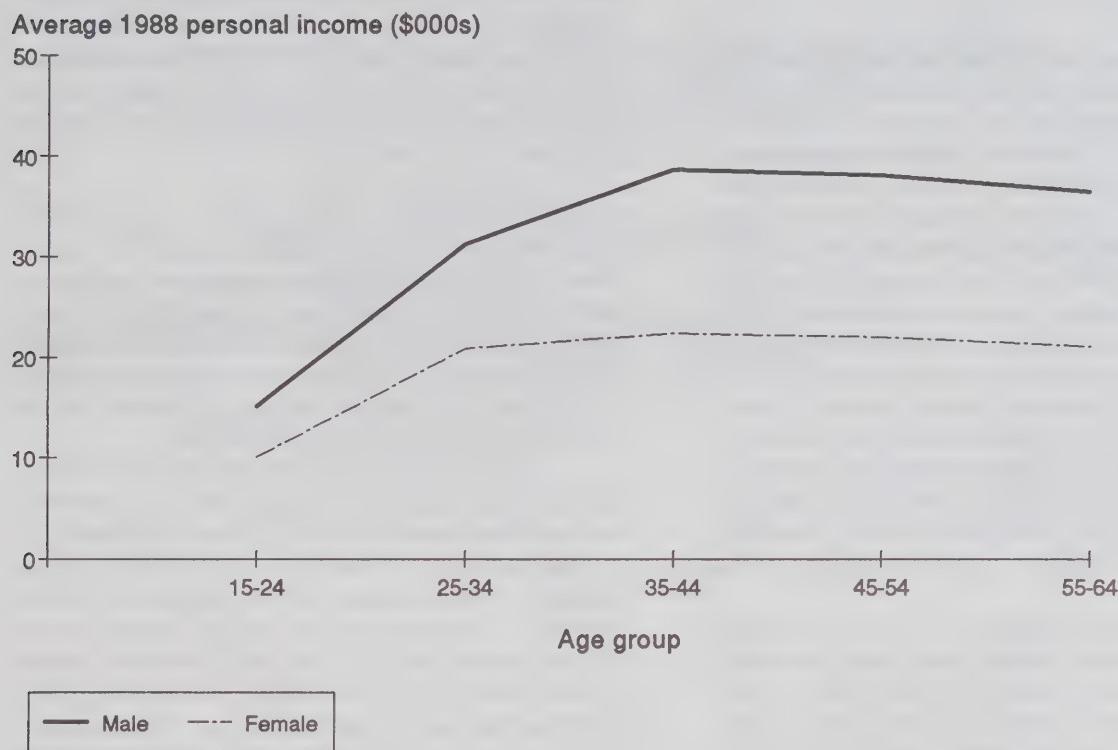
Excluding those who did not report their income, 12% of currently employed 15- to 64-year-old Canadians (who were still in the same job with the same employer as in 1988) had a personal 1988 income of less than \$10,000 (Table 12). Almost as many (11%) placed themselves in each of the two highest income categories (\$40,000 to \$49,999; \$50,000 to \$60,000). The average 1988 income for this subset of 8.6 million was \$27,199.

Women reported lower incomes, with 19% in the bottom category (less than \$10,000) compared with only 6% of currently employed males. And while 34% of men had 1988 personal incomes of \$40,000 to \$60,000, only 8% of women were in the upper-income brackets. The average incomes (across all age groups) of \$19,817 for women and \$32,711 for men translate into a female/male income ratio of .61. This is a fairly typical finding and reflects both the much higher proportion of women in part-time jobs (Chapter 3), and the higher proportion of women in lower-paying clerical, sales and service occupations (Chapter 2).<sup>4</sup>

Table 12 reveals the lowest incomes, for both sexes, among the youngest workers. These would include students (many of whom are employed part-time) and non-students at an early stage in their career. The ratio of female to male incomes is .67 for the two youngest cohorts, but only .58 for the three older groups. Figure I plots the average 1988 personal incomes of women and men across age categories, and reveals that the lower ratio for the older cohorts is due to the earlier levelling off of female incomes. This would suggest that men are more likely to find employment in positions which allow upward career mobility with accompanying pay increases.<sup>5</sup>

**FIGURE I**

**Employed population 15 to 64 years of age who had the same employer in 1989 as they had for the longest time during 1988, performed the same job and stated a personal income for 1988 by personal 1988 income, age group and sex, Canada, 1989**



General Social Survey, 1989

Average incomes across industries are presented in Table 13. Within the goods-producing industries, the average income in manufacturing (\$27,414) is considerably lower than the averages in natural resource-based industries and construction. As for the service sectors, there is a very clear difference between average incomes in the upper- and lower-tier service industries. Canadians employed in retail trade (\$17,931) and in consumer services (\$16,702) are paid substantially less than those working in the other four service sectors, where average 1988 personal incomes range from \$27,538 in the education, health and welfare industries to \$32,741 in public administration.

Union membership patterns contribute to this inter-industry variation in income, but only to a small extent, since the average 1988 personal income for 2.6 million union members (\$29,863) was not that much higher than the average (\$26,022) for the 5.9 million employed Canadians who did not belong to a union (table not shown). The extent of part-time work is a much more

important factor. The 7.4 million Canadians employed full-time had an average 1988 personal income of \$29,906, compared with \$10,576 for 1.2 million part-time workers. Given the centrality of part-time work to the definition of non-standard employment, the same pattern is found when comparing the 1988 incomes of those in standard jobs (\$30,370; 7.0 million workers), and those in non-standard employment relationships (\$13,166; 1.6 million) (table not shown).

Within each industry, managers and professionals report higher incomes than those in clerical, sales and service or blue-collar jobs (Table 13). These differences clearly reflect the influence of education on pay, since higher educational credentials are generally required for managerial and professional positions. The manufacturing sector is the only one, where blue-collar workers report average incomes below those of clerical, sales or service workers. For example, the image of well-paid blue-collar workers in the automobile industry may not be an accurate picture of the typical manufacturing sector

employee. Many are also employed in smaller establishments (Text Table B) where pay rates may not be as high. But with the exception of manufacturing, clerical, sales and service workers in other industries report lower average incomes than those in blue-collar jobs.

The ratio of average clerical, sales and service incomes to average managerial and professional incomes varies considerably across the 10 industrial categories displayed in Table 13. Part-time work patterns probably help account for some of the variation, with this ratio ranging from .57 in both the distributive services and education, health and welfare sector, to .79 in public administration. However, it is noteworthy that the lowest ratios are observed in the two lower-tier service sectors, .52 in retail trade and .45 in other consumer services. It is in these sectors where part-time work is most common and unions are largely absent. In short, average 1988 personal incomes are very much lower in the lower-tier services. And within these industries, the income gap between those at the bottom and the top of the occupational hierarchy is also (relatively) larger than in other sectors.

Seniority, an important predictor of pay, is strongly related to age. Virtually no employed Canadians under age 25 reported 10 or more years with their current employer, compared with 17% of those aged 25 to 34, and 43%, 57%, and 66% of those in the next (10 year) age categories, respectively (table not shown). On average, men have more job seniority. Over one-third (38%) had been with their current employer for over 10 years compared with 25% of employed 15- to 64-year-old women. As other studies have demonstrated, women more often interrupt their careers to raise children.<sup>6</sup>

However, the job seniority of women and young workers may also be lower because of the nature of employment in the industries where they typically are employed. Retail businesses and restaurants, for example, tend to have a shorter average life span than do work organizations in the public sector. In addition, employee turnover is probably higher in the lower-tier services. Furthermore, the presence of unions which attempt to protect the jobs of their members suggests that less unionized sectors might also reflect lower average levels of individual job seniority.

Figure J compares industrial sectors on the basis of the proportion of workers who had been with their current employer for 10 or more years. The two lower-tier service sectors, along with business services, contain

the fewest long-term employees. Only 21% of those working in business services, 23% of retail trade workers, and 17% of Canadians employed in other consumer services reported 10 or more years with their current employer. Alternatively, more than a third of those working in natural resource-based industries, distributive services, and in the two non-market upper-tier service sectors had been with their employer for a decade or more. Agriculture, with its high level of self-employment, revealed the highest rate (60%) of long-term employment.

Across all industries, seniority has a strong, positive linear effect on personal income (Table 14). Those who had been with their current business/company for one year or less reported an average 1988 income of only \$16,834. Incomes increase across each of the other five categories of the independent variable, ending in an average 1988 personal income of \$36,659 for the group with 16 or more years of seniority.

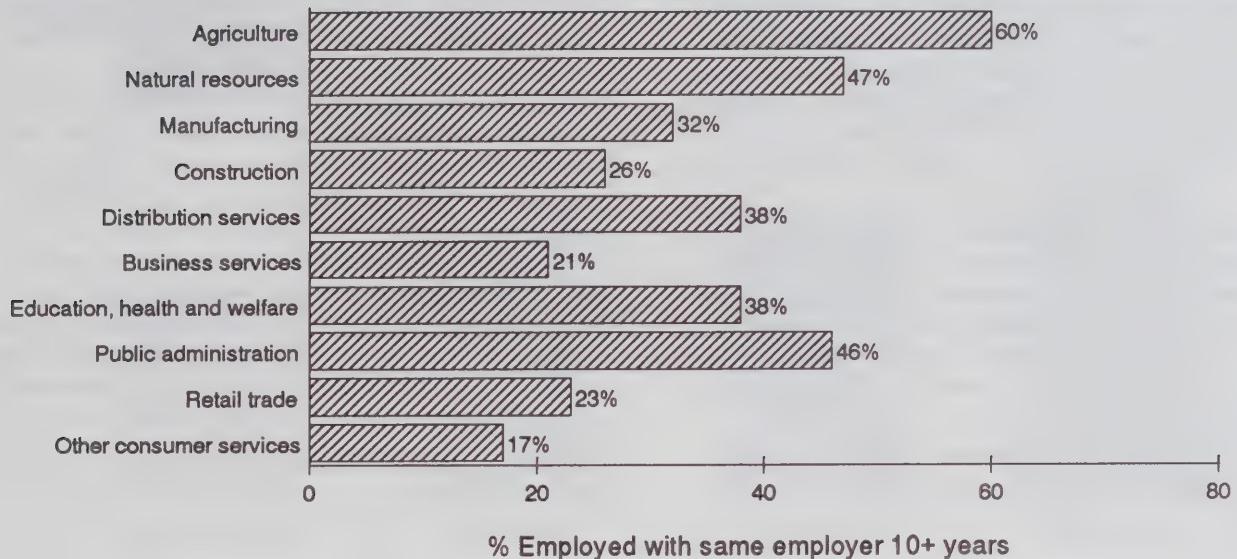
But since incomes, on average, are much lower in sectors where seniority is low (Table 13; Figure J), it is unclear which of the two -- industrial sector or seniority -- is most responsible for variations in personal income. Examination of the effects of seniority on income, within four of the ten large industrial sectors, reveals that both sector and length of time with a work organization play a part in income determination (Table 14). In manufacturing (as in the other goods-producing industries not examined in Table 14), there is a clear linear relationship between income and seniority. Average 1988 personal incomes increase systematically across the six seniority categories. Much the same pattern is observed in public administration (and also in the other upper-tier services).

But the pattern is somewhat different in the two lower-tier services. Retail trade shows a much less smooth progression of average incomes across seniority groups (Table 14). Very short-term workers (one year or less) have average 1988 personal incomes of just under \$10,000. Average incomes increase to almost \$16,000 for the next category (two or three years), remain much the same (around \$20,000) for the next three seniority groups, and finally, jumps to \$30,274 for the longest term group.

In other consumer services, there is no evidence of seniority affecting income in the first two categories, and the income plateau in the middle seniority groups is not as obvious. However, there is also a marked jump in average 1988 personal income between the fourth (7 to 10 years) and the fifth/sixth categories

## FIGURE J

**Employed population 15 to 64 years of age who have had the same employer for 10 or more years by industry, Canada, 1989**



General Social Survey, 1989

(11 years or more). It appears that, in the lower-level services, unless workers remain with their work organization for a considerable length of time, seniority does not translate into the types of incomes received in the upper-tier services and the goods-producing sectors.

There are several plausible interpretations of these patterns which could be tested with more detailed analyses. For example, in retail trade, short-term workers may largely be students working part-time, while middle-term workers might more often be women in relatively low-paying, full-time or part-time jobs. Managers in large retail organizations and owners in smaller enterprises, more likely to be men in both cases, probably represent most of those in the better paid, longest seniority category.

### 4.3.2 Benefits

As noted earlier, fringe benefits indirectly add about one-third to the pay received by Canadian workers.<sup>7</sup> Certain benefits are required by law (e.g. paid statutory holidays and employer contributions for unemployment insurance and to the Canada or Quebec Pension Plans),

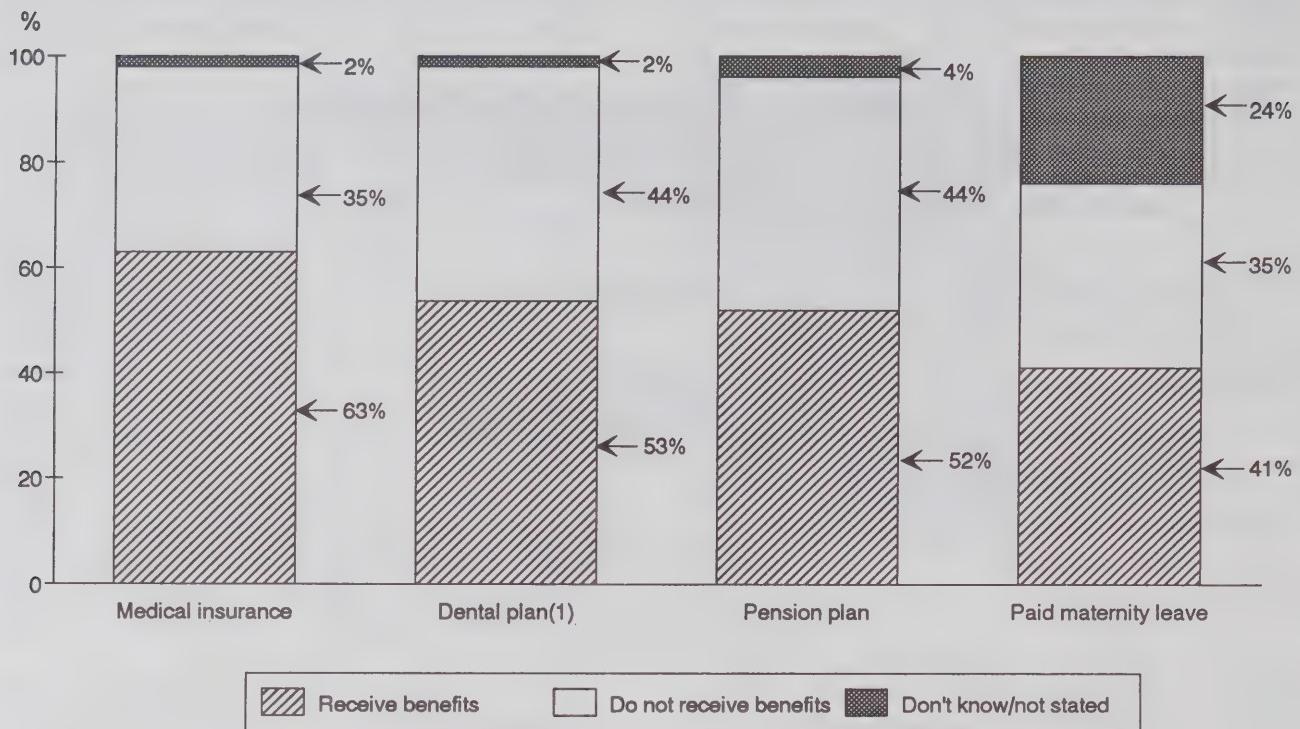
but others may or may not be provided by employers. Paid holidays and vacations make up the largest part of this indirect income, along with employer contributions to pension plans, and these clearly vary across industries and occupational groups. In addition, access to medical and dental plans, paid maternity leave and other benefits are far from universal in the Canadian labour market.

Almost two-thirds (63%) of employed 15- to 64-year-old Canadians have employer-paid medical insurance (Figure K). Over half (53%) have a dental plan at work, and almost the same proportion (52%) report an employer-sponsored pension plan. This GSS estimate for company pension plans may be somewhat high, since some people might confuse such plans with the Canada or Quebec Pension Plans.<sup>8</sup> However, even if this is an over-estimate, the GSS data can still provide useful comparisons across industries, occupations, and employment relationships.

Table 15 shows that men are more likely to receive each of these three benefits, and suggests that the same pattern may be found that was observed earlier for income, that is, fewer extrinsic rewards in sectors where

**FIGURE K**

Employed population 15 to 64 years of age by type of benefits received, Canada, 1989



General Social Survey, 1989

(1) Dental plan column does not add to 100% due to rounding.

more women are employed. However, a different pattern exists for paid maternity leave. Only 41% of Canadian workers state that this benefit is provided in their work organization, while almost one in four (i.e. 24%, which includes 1% not stated) do not know (Figure K).

Women are more likely to report that their employer provides paid maternity leave. Alternatively, men are more often unaware if this benefit is available (29% compared with 17% of women, table not shown). This suggests that the higher percentage of women reporting paid maternity leave is due, at least in part, to women being more knowledgeable about a benefit that would affect them more directly. But it may also be that the provision of paid maternity leave is more common in some of the industrial sectors where more women are employed.

Younger workers are less likely to report receiving each of these four fringe benefits (Table 15). This age difference is probably a reflection of the industrial sectors (the lower-tier services) where young workers tend to be employed, and of the high degree of part-time work among youth. However, it is also apparent that, within each age category, the same gender differences are found as in the total sample. In brief, controlling on age, men are more likely to receive medical insurance, a dental plan and a company pension plan as part of their fringe benefits package. Women are more likely to report that paid maternity leave is available in their work organization.<sup>9</sup>

Larger work organizations are more likely to provide each of these fringe benefits for their employees. Table 16 reveals a consistent linear increase across work organization size categories in the proportion of

workers receiving these benefits. Larger firms can probably better afford more extensive benefit packages. In addition, they may offer these benefits in order to reduce employee turnover and the costs of training new workers. Since benefits are a large part of the bargaining package negotiated by unions, the much larger proportion of union members receiving each benefit (Table 16) is also what one would expect.

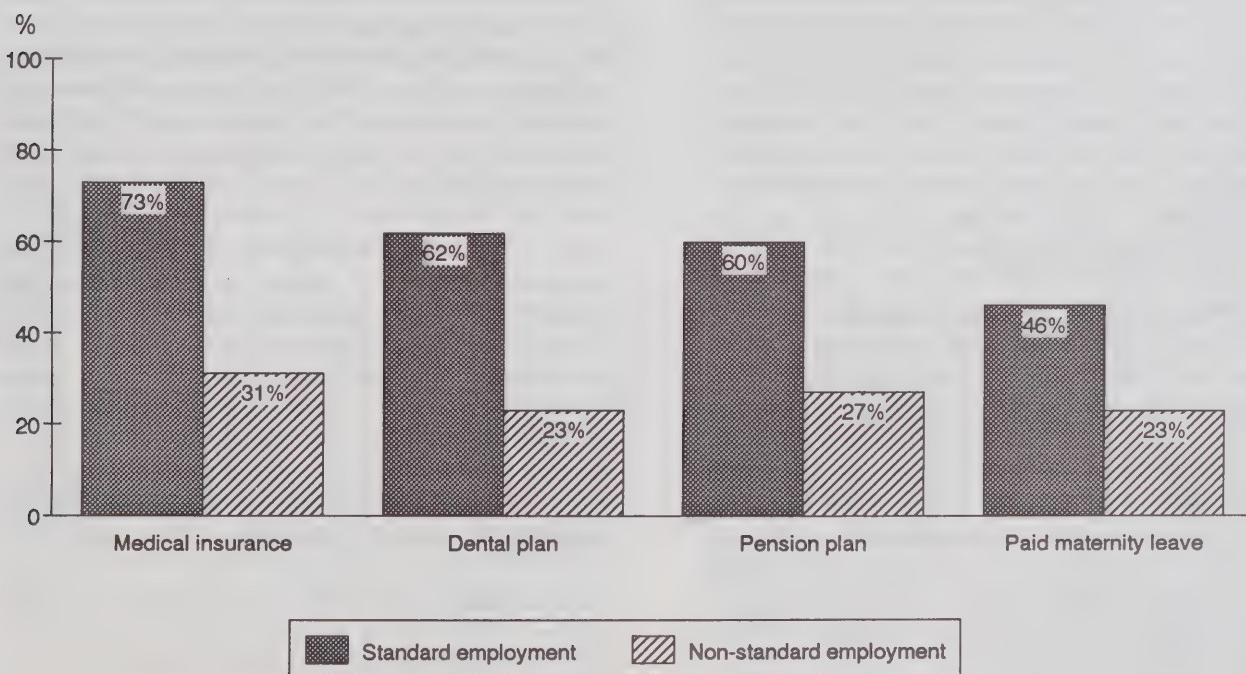
One of the most frequently heard criticisms of part-time work is the absence of fringe benefits. Table 16 demonstrates that some part-time workers do receive each of the four benefits examined in this study, but that the difference between full-time and part-time workers in receipt of benefits is much larger than any of the differences noted above. Only 26% (498,000) of part-time workers report an employer-sponsored medical insurance, and even fewer have access to a dental plan, a pension plan and paid maternity leave. Similar results are observed when comparing Canadians in standard and non-standard employment relationships (Figure L).

Finally, Table 16 shows that the own-account self-employed (who are not included in the more restricted definition of non-standard work) are least likely to have fringe benefits. While 13% (114,000) report paid medical insurance, only a very small number have organized their self-employment in such a way as to have access to the other three benefits. Those who employ others are also less likely than employees to report fringe benefits. The employer group includes a sizeable number of individuals with only a few employees (who would themselves probably not be receiving these benefits).

Analyses in previous chapters have shown how these various explanatory factors (age, sex, size of work organization, union membership, part-time and non-standard work) are related to industrial location. Consequently, industry differences in access to fringe benefits (Table 17) should be expected. Considering the goods-producing industries first, there are relatively few fringe benefits in agriculture where self-employment is very common. Individuals employed in the

**FIGURE L**

**Employed population 15 to 64 years of age who receive benefits by type of benefits received and type of work, Canada, 1989**



construction industry, with its relatively high incidence of non-standard work (Table 11), are also less likely to receive each of these benefits, particularly paid maternity leave. But, with the exception of maternity leave, natural resource-based industries and manufacturing, where large unionized firms are more common, are above average in the provision of benefits. For example, 79% (650,000) of those working in natural resource-based industries, and 78% (1,389,000) of those in manufacturing, report company sponsored medical insurance.

Turning to the service industries, the largely non-unionized business services are found to be about average in the provision of fringe benefits (Table 17). However, distributive services, health, education and welfare, and public administration are well above average in terms of employee access to medical, dental and pension plans, as well as maternity leave.<sup>10</sup> These industries are more likely to contain large work organizations with unionized employees. Public administration, with the highest proportion of union members (Table 6), and where part-time work and other non-standard employment relationships are relatively rare (Tables 8 and 11), is the sector with the largest proportion of workers receiving each of the four benefits examined in Table 17.

The two lower-tier service sectors, and especially the consumer services, present a marked contrast to the four upper-tier service categories. Only 31% (409,000) of those employed in consumer services received medical insurance, less than one in four (22%; 295,000) had a dental plan, even fewer (17%; 225,000) had a company pension plan, and the same proportion reported the availability of paid maternity leave. Thus, the low incomes received in the lower-tier services are matched by a relative absence of fringe benefits.

Table 17 also reveals that, within each industry, there is a very large gap between those in standard and non-standard jobs. For example, over 90% of full-time, full-year, permanently employed public administration workers have medical insurance and a pension plan. But only 41% of those in non-standard jobs within this industry report these benefits. And in the consumer services, where benefits are much less common, only about one in ten workers in non-standard jobs report receiving them. In short, non-standard jobs in the lower-tier service industries are not rewarded as much in terms of pay and benefits.

However, it is also important to note that even in the upper-tier services, non-standard workers are much less likely to receive benefits than are those in traditional employment relationships. This means that in the education, health and welfare sector, where almost 30% of employees are in non-standard jobs (Table 11), well over half of these individuals do not have medical or dental insurance, a paid pension plan or paid maternity leave (Table 17). Such benefits have never been the norm in the lower-tier services. But as non-standard employment becomes more common in some of the upper-tier services, the previous pattern whereby most employees received these benefits may be eroding.

#### 4.3.3 Career opportunities and job security

Along with low pay and few benefits, the negative stereotype of service sector employment (and of part-time and other forms of non-standard work) emphasizes limited career opportunities and a lack of job security. Table 18 displays the percentage of employees who received one or more promotions in the past five years (or since starting with their present employer), as well as the percentage agreeing (somewhat or strongly) that their "chances for promotion or career development are good". In addition, this table shows the percentage who thought they might lose their job within the next year.

One-third of paid employees (33%; 3.5 million) reported one or more promotions within the preceding five years. But more than half (57%; 6.0 million) evaluated the promotion or career development potential of their job positively. As for perceived job security, 8% (896,000) of paid employees believed that they might lose their job within the year.

Men are more likely to have received a promotion (36% compared with 29% of women), and to evaluate their career opportunities positively (62% versus 51%). However, they are also somewhat more likely to expect to lose their job (10% compared with 7%). These gender differences reflect the larger proportion of men in labour market locations where career mobility is possible, as well as the over-representation of male workers in industrial sectors (e.g. construction) where unemployment is more common.

Table 18 also compares responses of female and male workers, within age categories, to these three questions. The male advantage in terms of promotions is observed

in each age group except the oldest, where a large proportion of women reported a promotion in the previous five years. An explanation for this reversal is not immediately apparent. But if the low figure for women aged 45 to 54 is seen as the exception, then roughly similar percentages of women are found reporting promotions in each age group. This might mean that promotions for women are less often part of individual career paths, as they appear to be for men. About one-third (34%) of the youngest males reported a promotion in the previous five years, compared with about 40% of the next two age groups. The probability of promotion then declines to 28% for males aged 45 to 54 and 24% for the oldest employed males. The curvilinear pattern suggests an age-linked career path where promotions become more common after some time in the labour market, but then become less likely as individuals move higher in the workplace hierarchy.

Within each age group, women are also less likely to evaluate the career potential of their job positively. As for perceived job security, the high percentage of men (compared to women) expecting to lose their job is observed primarily in the 25 to 44 age group. This pattern may be due to the over-representation of men of this age group in blue-collar industries, such as construction and manufacturing (Table 3) which are more prone to unemployment.

Larger work organizations should, on average, provide more opportunities for promotion since they tend to be more bureaucratic and hierarchically structured. Such a pattern is observed in Table 19. About one in five (21%) of those employed in the smallest work organizations reported a promotion in the previous five years, compared with 31%, 34% and 39% in the next size categories, respectively. Evaluations of the career potential of jobs take a similar form.

Union members are somewhat less likely than non-members to report a promotion or to evaluate their job's career potential positively (Table 19). This is not surprising, since unions are common in construction and also in the education, health and welfare sectors (Table 6), where extensive career ladders are typically not part of the work organization structure.<sup>11</sup> However, this pattern is balanced by the high level of unionization in the more bureaucratic public administration sector where such promotion opportunities would be expected.

Over one-third of full-time workers (36%; 3.2 million) reported a promotion compared with less than one-sixth

of part-time workers (16%; 266,000). The same pattern is found when comparing workers in standard and non-standard jobs. Full-time workers and those in standard employment relationships are also considerably more likely than part-timers and individuals in non-standard jobs to evaluate their job's career or promotion opportunities positively (Table 19).

Table 19 displays the expected pattern of fewer concerns about job loss in larger work organizations. However, it also shows a somewhat larger percentage of union members (9%; 307,000), compared with non-members (8%; 585,000), expecting to lose their job within a year. This somewhat odd result (since unions are generally seen as protecting the job security of their members) makes more sense when the high proportion of union members in unemployment-prone industries (e.g. construction and manufacturing) is taken into account.

Part-time workers are only marginally more likely to expect to lose their job (9% versus 8% of full-time workers). This suggests that generalizations about the precariousness of part-time work may be somewhat over-stated, and would fit with the evidence of greater part-time job creation in the expanding service industries.

However, one in five workers in non-standard jobs (20%; 493,000) compared with only one in twenty in traditional employment relationships (5%; 393,000), said they expected to lose their job or be laid off in the next year (Table 19). Non-standard jobs include part-time jobs, but also part-year jobs and temporary jobs. Many part-year jobs (e.g. construction) terminate in a layoff, and temporary jobs, by definition, involve the ending of an employment relationship.

Table 20 compares promotion experiences and evaluations of career opportunities across industries, and between standard and non-standard jobs within industries. As already suggested, construction workers are less likely than others employed in the goods-producing industries to have had a promotion (27%; 115,000). Promotions are even less common in the upper-tier education, health and welfare sector (22%; 424,000). But while the two lower-tier service industries do not exhibit an unusually low probability of promotion, it is clear that non-standard workers within these sectors (18% in retail trade and 16% in other consumer services), as well as non-standard employees in the education, health and welfare industries (10%), are least likely to report a promotion (Table 20).

Assessments of the career potential of jobs in different industrial sectors do not exhibit as clear a pattern (Table 20). Industry differences are not as pronounced, although non-standard workers are generally less likely than those in traditional employment relationships to evaluate their jobs positively with respect to promotions and career potential. Construction workers, who report a lower than average experience of promotions, are the exception. They are above average (63%) in their assessments of their job's career opportunities. It may be that career potential is understood somewhat differently, that is, without reference to promotion chances, in this industry.

Table 20 also highlights industry differences in expectations of unemployment. Construction workers (23%) are most likely to expect to lose their jobs or to be laid off within a year. Concerns about job loss are lower, but still above average in natural resource-based industries (11%) and manufacturing (10%). Within each of these goods-producing industries, non-standard workers are much more likely to expect to lose their job, with the highest percentage observed among those with non-standard jobs in the construction industry (56%). The frequency of shutdowns and layoffs in the manufacturing sector, and the high incidence of part-year work in natural resource-based and construction industries (Table 10) are obviously responsible for these results.

Comparisons of job loss concerns across the service industries show an average level in distributive services, and below average percentages in all but one of the other five service sectors (Table 20). Only in consumer services do a larger than average percentage of workers (10%) state that they expect to lose their job within a year. Again, non-standard employees are more likely to expect to lose their job than are those in standard jobs, although the differences are not quite as large. But once again, there is an exception. In public administration, one of the more advantaged upper-tier service sectors in terms of pay and benefits, 33% (54,000) of the non-standard workers expect to be laid off within a year (the estimate for those in standard jobs is too low to be reliable). While a lower than average proportion of non-standard workers (14%) is found in this sector (Table 11), over half of these 161,000 employees are temporary workers (Table 7) whose jobs have specific end dates.

#### 4.4 DISCUSSION

The distribution of Canadian workers across industrial sectors, and the intersections of occupation, size of work

organization, and union membership, were examined in Chapter 2, along with the effects of age and sex on access to jobs in different industries. Chapter 3 extended the analysis to include different types of non-standard employment, showing how these employment relationships are, in part, a function of the expanding service industries (both upper- and lower-tier). However, the evidence of significant numbers of non-standard jobs in several of the goods-producing industries served as a reminder that some forms of non-standard employment have always been a part of Canada's staple-based economy.

This chapter has focused on *quality of employment*, specifically the distribution of extrinsic work rewards. Pay is clearly most central, while fringe benefits are a form of indirect pay.

Opportunities for promotion increase the probability of receiving higher pay and a broader range of benefits. Job security generally equals security of pay and benefits. Thus, an analysis of the distribution of these extrinsic rewards across industrial sectors and different employment relationships can significantly improve our understanding of the quality of work in a service-based economy.

The 1989 GSS reveals an average 1988 personal income of about \$27,200 for the roughly 8.6 million currently employed 15- to 64-year-old Canadians (in the same job with the same employer as in 1988) who reported their income. Full-time workers reported an average 1988 personal income almost three times as high as the amount received by part-time employees. A similar difference was observed between those in standard and non-standard jobs. The female/male income ratio of .61 reflects the over-representation of women in clerical, sales and service jobs, many of which are part-time.

Compared to goods-producing industries and upper-tier services, where average incomes were over \$27,000, average incomes in the lower-tier services were much less (below \$18,000). The ratio of clerical, sales and service incomes to managerial and professional incomes varies across industries, with the lowest ratio observed in the two lower-tier service sectors. Inter-industry comparisons show that incomes increase systematically with seniority in goods-producing as well as in upper-tier service industries. But in the two lower-tier service sectors, workers must remain longer with an employer before seniority translates into higher incomes.

This survey reveals that almost two-thirds of employed Canadians report having employer-paid medical

insurance. Four out of ten report that paid maternity leave is provided by their employer. Slightly more than half enjoy a dental plan and a pension plan as a fringe benefit. Even if this estimate for company pension plans is somewhat high, as noted earlier, it would appear that Canadian workers are more likely than their American counterparts to have an employer-sponsored pension plan.<sup>12</sup>

Like other recent studies,<sup>13</sup> these GSS estimates show that larger work organizations provide more fringe benefits, perhaps because they can better afford to pay for them, or because they are more concerned about reducing employee turnover. Unions which have effectively bargained for more benefits are also more common in large work organizations. Hence, as dual economy theories of the labour market have frequently proposed, employees in large work organizations are typically more advantaged, both in terms of pay and benefits.<sup>14</sup>

A dual economy perspective would trace pay and benefit differences back to industrial differences, arguing that large and profitable firms are more common in certain sectors. The 1989 GSS clearly shows that workers in some industries are much more likely to receive a range of fringe benefits. Agriculture and construction workers report relatively few benefits, but workers in the other two goods-producing industries are much more likely to have medical, dental and pension plans. In the non-commercial services (distributive, education, health and welfare and public administration), a larger than average proportion of workers receive benefits, including paid maternity leave. But these benefits are much less common in the two lower-tier service sectors.

When non-standard employment relationships are added to the analysis, an even clearer pattern emerges. First, the difference in receipt of benefits between full-time and part-time workers (and between those in standard and non-standard jobs) is much larger than the difference across work organizations of different size. Only 26% of part-time workers have medical insurance, and even fewer have access to a dental plan, a company pension plan or paid maternity leave. Within each industry, workers in non-standard jobs are much less likely to receive each of these benefits. Thus, in the lower-tier service sectors, especially consumer services, only about one in ten workers in non-standard jobs have an employer-paid medical, dental or pension plan.

As for promotions and career opportunities, about one-third of Canadian workers (excluding employers and own-account self-employed) have received a promotion

within the past five years. Nevertheless, well over half evaluate promotion and career development potential of their job positively. Some of these employees would be individuals who had just begun their career or who had recently begun working for a new employer, and who might be expecting promotions. Others might be assessing career potential without consideration of promotions (e.g. teachers). And, no doubt, for some, positive evaluations of career potential could simply reflect a strong sense of optimism despite the absence of recent promotions.

The 1973 Job Satisfaction Survey showed 25% of Canadian workers answering "very true" in response to the job evaluation statement "the chances for promotion are good". Another 21% said this was "true" about their current job.<sup>15</sup> The 1989 GSS shows 26% strongly agreeing and 31% agreeing with the statement "your chances for promotion and career development are good". Thus, a larger proportion of contemporary workers appear to evaluate their promotion opportunities positively. However, one should not make too much of this over-time difference. It may simply be a product of the different wording of the two survey items. Since the 1989 GSS statement mentions both promotions and career development opportunities, while the 1973 survey asked only about promotion chances, a larger proportion of workers might be expected to agree with the GSS statement.

The 1989 GSS also shows that those employed in larger work organizations are more likely to have been promoted and to say that their job offers career opportunities. Male workers are more positive than female workers in their responses to these questions. But much larger differences are observed between full-time and part-time workers, with less than one in six of the latter reporting a promotion in the previous five years. Comparisons of those in standard and non-standard jobs reveal the same pattern.

But promotion opportunities are not distributed across industries in quite the same way as are pay and benefits. Promotions are less common in some of the goods-producing industries (e.g. construction), and also in the upper-tier education, health and welfare services. The lower-tier services offer fewer promotion chances, but are not that far below average. However, it is clear that non-standard workers in the lower-tier services, as well as in the upper-tier education, health and welfare sector, are much less likely to report promotions.

Finally, only 8% of the currently employed expect to lose their job in the next year. Men are somewhat

more likely to expect job loss, as are union members, reflecting the larger number of male workers and the greater prominence of unions in industries prone to unemployment (e.g. construction). In the service industries, job loss concerns are higher than average only in the consumer services (10%).

Part-time workers are only marginally more concerned about job loss than are full-time workers, but one in five non-standard workers (who include temporary and part-year workers) expect to lose their job within a year. The highest expectation of job loss (56%) is found among construction workers in non-standard jobs. In the service industries, 16% of non-standard workers in the consumer services expect to lose their job within the year. However, not all workers in the upper-tier services feel secure. In public administration, there are relatively few workers in non-standard jobs. However, over half of these individuals are temporary workers, and one-third say they expect to lose their job within a year.

In short, generalizations about low pay and few benefits in the service industries appear to be based in fact, but apply primarily to the lower-tier services. Even here, there is some variation, with consumer services providing the fewest extrinsic job rewards. Workers in non-standard jobs in lower-tier services are particularly likely to report low incomes and few fringe benefits. Promotion opportunities are somewhat less common in retail trade and consumer services, but again, it is the non-standard workers in these industries who are least likely to receive promotions. While retail trade workers are not unusually concerned about job loss, those in consumer services, and especially non-standard workers, are more likely to expect to lose their job. Thus, generalizations about limited career potential and job security in the lower-tier service industries may be most applicable to consumer services, and to non-standard jobs within them.

However, one should not conclude from this that extrinsic job rewards are widespread and equally available across the goods-producing and the upper-tier services. Workers in non-standard jobs within each of these industries are much less rewarded than are full-time, full-year permanent employees. Looking more closely, agriculture and construction workers are found to receive relatively fewer fringe benefits. Promotions are not that common in construction or in the upper-tier education, health and welfare industries. Over half of the non-standard workers in construction expect to lose their job within the year, as do one in three non-standard workers in public administration.

Thus, there is evidence of a concentration of "poor jobs", as defined by the availability of extrinsic work rewards, within the lower-tier service industries. There are also a number of clearly identifiable locations within the upper-tier services and the goods-producing industries where workers receive relatively few material rewards for their labour.

## NOTES

1. Reid, F. "Reductions in work time: an assessment of employment sharing to reduce unemployment." In W.C. Riddell (ed.) *Work and Pay: The Canadian Labour Market*. (Toronto: University of Toronto Press, 1985), p. 165.
2. It is difficult to estimate the nature of the bias that use of this total 1988 income measure might generate. First, individuals in higher-paying jobs might be expected to have more investment income, while those in lower-paying jobs might receive more income through government transfer payments. However, the bias from the former would probably be reduced through the capping of incomes at \$60,000. Second, the capping of personal incomes clearly lowers the average incomes calculated in this chapter. For example, the average income (across all age and sex groups) reported in Table 12 is \$27,199. If the original data had been used, this average would be over \$29,000. Since older workers typically receive higher incomes, the capping of the income measure would have the greatest impact on their average income. And since women tend to earn less than men, average male incomes would be reduced the most, producing an upward bias in the female/male income ratio. Third, use of a restricted sample (those still in the same job with the same employer) means that those employed in the lower-tier service industries are probably somewhat under-represented, since turnover is higher in these industries.
3. Burstein, M., N. Tienhaara, P. Hewson and B. Warrander. *Canadian Work Values: Findings of a Work Ethic Survey and a Job Satisfaction Survey*. (Ottawa: Canada Manpower and Immigration, 1975), p. 32.
4. Most published estimates of the female/male income ratio are based on full-time workers only, and show women earning approximately two-thirds of what men earn. See, for example, Gunderson, M., L. Muszynki and J. Keck. *Women and Labour*

*Market Poverty.* (Ottawa: Canadian Advisory Council on the Status of Women, 1990). As noted earlier, the ratio reported here is probably an overestimate for the population of all workers (full-time and part-time), since the capping of incomes at \$60,000 would lower the male average more so than the female average.

5. It is unlikely that the lower female/male income ratio in the older cohorts is due to different proportions, across age categories, of men and women in part-time work. With the exception of the youngest category, there is little variation across age groups in the proportions of men and women in part-time jobs (Table 8).
6. Robinson, P. *Women's Work Interruptions: Results from the 1984 Family History Survey.* (Ottawa: Supply and Services Canada, 1986).
7. Reid, op cit, p. 165.
8. Comparable data obtained from employers show 46% of all employed paid workers (unpaid family workers and the self-employed excluded) participating in a company pension plan at the beginning of 1986. *The Daily.* (Ottawa: Statistics Canada, 7 April, 1988).
9. The gender difference in reporting of paid maternity leave is smaller in the older age categories, suggesting that younger men may be less aware of the provision of this benefit.
10. The Absence from Work Survey conducted by Statistics Canada does not identify industries where
11. The largest occupational groups in the education and health sectors are teachers and nurses who are typically employed in work settings with relatively flat organizational structures.
12. The GSS estimate of 58% of full-time employees with a company pension plan is considerably higher than the 46% of full-time employees reported in a 1988 American survey. *American Demographics*, 12, 7 (1990), p. 15.
13. Burke, T.P. and J.D. Morton. "How firm size and industry affect employee benefits." *Monthly Labor Review*, 113, 12 (1990), p. 35-43.
14. Krahn, H. and G.S. Lowe. *Work, Industry and Canadian Society.* (Scarborough: Nelson Canada, 1988), p. 84-87.
15. Burstein et al., op cit, p. 32. In this survey, over 1,000 employed Canadians, age 15 and older, were asked: "How true is this statement about the job you now hold?". The four possible response categories ranged from "not at all true" to "very true".

maternity leave is provided. But it reflects the same pattern, showing larger proportions of women in these public and regulated service industries absent from work due to maternity leave. See Moloney, J. "Maternity leave." *Canadian Social Trends.* (Ottawa: Statistics Canada, Autumn, 1989), p. 33.

TABLE 12

Employed population 15 to 64 years of age who had the same employer in 1989 as they had for the longest time during 1988, performed the same job and stated a personal income for 1988 by personal 1988 income, age group and sex, Canada, 1989

Age group and sex	Total employed population						Personal 1988 income					
				Less than \$10,000			\$10,000 - \$19,999			\$20,000 - \$29,999		
	No.	%	Average	No.	%	Average	No.	%	Average	No.	%	Average
(Numbers in thousands)												
All age groups												
Both sexes	8,558	100	27,199	1,132	12	4,899	1,667	21	14,550	2,140	26	23,518
Male	4,899	100	32,711	346	6	5,201	601	13	14,692	1,120	23	23,846
Female	3,658	100	19,817	786	19	4,767	1,066	30	14,469	1,021	28	23,158
15 - 24												
Both sexes	1,266	100	12,837	558	41	4,138	385	31	14,091	253	21	23,032
Male	697	100	15,092	246	36	4,421	227	29	14,275	163	24	23,078
Female	569	100	10,075	312	47	3,915	159	33	13,829	90	18	22,949
25 - 34												
Both sexes	2,604	100	26,800	208	8	5,451	507	22	14,980	811	31	23,635
Male	1,487	100	31,270	56	3	7,164	174	14	14,922	417	29	23,924
Female	1,118	100	20,854	152	13	4,822	333	32	15,011	394	33	23,329
35 - 44												
Both sexes	2,321	100	31,492	184	8	5,752	375	17	14,300	473	21	23,554
Male	1,301	100	38,650	—	1	—	87	8	14,689	206	17	24,100
Female	1,020	100	22,360	167	15	5,564	288	27	14,182	266	26	23,130
45 - 54												
Both sexes	1,519	100	31,223	103	7	5,701	267	19	14,620	386	26	23,550
Male	872	100	38,063	—	1	—	67	10	15,618	200	22	23,982
Female	647	100	22,005	98	15	5,621	200	29	14,284	187	31	23,087
55 - 64												
Both sexes	847	100	30,911	79	10	5,803	133	19	14,801	217	26	23,515
Male	543	100	36,448	—	4	—	46	10	14,532	134	26	23,947
Female	305	100	21,051	56	19	5,483	87	33	14,944	83	25	22,821

**TABLE 12**

**Employed population 15 to 64 years of age who had the same employer in 1989 as they had for the longest time during 1988, performed the same job and stated a personal income for 1988 by personal 1988 income, age group and sex, Canada, 1989 — concluded**

Age group and sex	Personal 1988 income								
	\$30,000 - \$39,999			\$40,000 - \$49,999			\$50,000 - \$60,000		
	No.	%	Average	No.	%	Average	No.	%	Average
(Numbers in thousands)									
<b>All age groups</b>									
Both sexes	1,649	19	33,075	941	11	42,801	1,029	11	56,209
Male	1,149	23	33,375	775	17	42,857	910	18	56,509
Female	500	14	32,386	166	6	42,542	119	3	53,922
<b>15 - 24</b>									
Both sexes	40	5	31,692	—	1	—	—	1	—
Male	33	8	32,035	—	2	—	—	2	—
Female	—	2	—	—	—	—	—	—	—
<b>25 - 34</b>									
Both sexes	646	23	32,790	249	10	42,336	184	6	55,497
Male	452	28	32,997	224	16	42,332	165	10	55,541
Female	194	17	32,309	25	3	42,373	—	2	—
<b>35 - 44</b>									
Both sexes	521	22	33,495	387	18	43,046	381	15	56,228
Male	355	26	33,899	302	24	43,123	334	24	56,449
Female	167	17	32,635	85	10	42,772	47	5	54,650
<b>45 - 54</b>									
Both sexes	275	17	33,379	205	13	43,018	283	18	55,974
Male	196	23	33,793	162	17	43,221	243	28	56,376
Female	79	12	32,352	43	8	42,247	40	6	53,554
<b>55 - 64</b>									
Both sexes	167	18	32,698	85	11	42,307	167	16	57,639
Male	114	20	32,913	73	14	42,261	154	26	58,232
Female	53	15	32,239	—	6	—	—	2	—

General Social Survey, 1989

**TABLE 13**

**Employed<sup>1</sup> population 15 to 64 years of age by average personal 1988 income, industry and occupation, Canada, 1989**

Industry and occupation	Total employed population <sup>1</sup>	Average 1988 personal income
	(Numbers in thousands)	( \$ )
<b>All industries</b>		
Total	8,558	27,199
Managerial/professional	3,241	33,612
Clerical/sales/service	2,978	19,646
Blue collar	2,315	27,938
Not stated	—	—
<b>Agriculture</b>		
Total	176	28,174
Managerial/professional	31	33,519
Clerical/sales/service	—	—
Blue collar	140	27,270
Not stated	—	—
<b>Natural resource-based</b>		
Total	569	35,756
Managerial/professional	99	42,958
Clerical/sales/service	86	31,129
Blue collar	383	34,931
Not stated	—	—
<b>Manufacturing</b>		
Total	1,185	27,414
Managerial/professional	271	36,214
Clerical/sales/service	182	28,285
Blue collar	725	24,091
Not stated	—	—
<b>Construction</b>		
Total	380	30,655
Managerial/professional	73	34,444
Clerical/sales/service	35	20,468
Blue collar	272	30,930
Not stated	—	—
<b>Distributive services</b>		
Total	984	31,441
Managerial/professional	252	43,106
Clerical/sales/service	317	24,403
Blue collar	412	29,724
Not stated	—	—
<b>Business services</b>		
Total	931	29,398
Managerial/professional	476	34,930
Clerical/sales/service	444	23,492
Blue collar	—	—
Not stated	—	—
<b>Education, health &amp; welfare</b>		
Total	1,523	27,538
Managerial/professional	1,077	31,224
Clerical/sales/service	391	17,861
Blue collar	55	24,105
Not stated	—	—
<b>Public administration</b>		
Total	889	32,741
Managerial/professional	461	36,192
Clerical/sales/service	317	28,636
Blue collar	111	30,127
Not stated	—	—

**TABLE 13**

**Employed<sup>1</sup> population 15 to 64 years of age by average personal 1988 income, industry and occupation, Canada, 1989 — concluded**

Industry and occupation	Total employed population <sup>1</sup>	Average 1988 personal income
	(Numbers in thousands)	( \$ )
<b>Retail trade</b>		
Total	1,038	17,931
Managerial/professional	279	25,931
Clerical/sales/service	605	13,439
Blue collar	154	21,073
Not stated	—	—
<b>Other consumer services</b>		
Total	830	16,702
Managerial/professional	197	28,081
Clerical/sales/service	587	12,504
Blue collar	46	21,636
Not stated	—	—
<b>Not stated</b>		
Total	53	28,201
Managerial/professional	—	—
Clerical/sales/service	—	—
Blue collar	—	—
Not stated	—	—

General Social Survey, 1989

<sup>1</sup> Includes individuals who had the same employer in 1989 as they had for the longest time during 1988 and performed the same job.



**TABLE 14**  
**Employed<sup>1</sup> population 15 to 64 years of age by average personal 1988 income, selected industries and seniority, Canada, 1989**

Industry and seniority	Total employed population <sup>1</sup>	Average 1988 personal income
	(Numbers in thousands)	( \$ )
<b>All industries</b>		
Total	8,558	27,199
1 year or less	1,268	16,834
2 - 3 years	1,798	21,972
4 - 6 years	1,447	26,364
7 - 10 years	1,267	28,737
11 - 15 years	1,147	32,979
16 + years	1,612	36,659
Not stated	—	—
<b>Manufacturing</b>		
Total	1,185	27,414
1 year or less	155	19,267
2 - 3 years	282	22,671
4 - 6 years	214	25,792
7 - 10 years	217	29,889
11 - 15 years	138	32,871
16 + years	179	36,684
Not stated	—	—
<b>Public administration</b>		
Total	889	32,741
1 year or less	83	21,541
2 - 3 years	116	25,242
4 - 6 years	120	31,340
7 - 10 years	178	30,965
11 - 15 years	170	37,159
16 + years	223	39,601
Not stated	—	—
<b>Retail trade</b>		
Total	1,038	17,931
1 year or less	248	9,993
2 - 3 years	258	15,698
4 - 6 years	157	20,910
7 - 10 years	143	19,554
11 - 15 years	102	20,464
16 + years	129	30,274
Not stated	—	—
<b>Other consumer services</b>		
Total	830	16,702
1 year or less	165	13,386
2 - 3 years	239	12,205
4 - 6 years	182	15,303
7 - 10 years	94	19,424
11 - 15 years	67	26,073
16 + years	77	30,467
Not stated	—	—

General Social Survey, 1989

<sup>1</sup> Includes individuals who had the same employer in 1989 as they had for the longest time during 1988 and performed the same job.

**TABLE 15**  
**Employed population 15 to 64 years of age by benefits received, age group and sex, Canada, 1989**

Age group and sex	Total employed population				Benefits received					
			Medical insurance <sup>1</sup>		Dental plan <sup>1</sup>		Pension plan <sup>1</sup>		Maternity leave <sup>1</sup>	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
<b>All age groups</b>										
Both sexes	12,468	100	7,914	63	6,654	53	6,501	52	5,116	41
Male	6,933	100	4,723	68	3,940	57	3,754	54	2,648	38
Female	5,535	100	3,191	58	2,714	49	2,747	50	2,468	45
<b>15 - 24</b>										
Both sexes	2,242	100	1,072	48	841	38	774	35	660	29
Male	1,151	100	605	53	451	39	408	35	288	25
Female	1,091	100	467	43	390	36	366	34	373	34
<b>25 - 34</b>										
Both sexes	3,711	100	2,510	68	2,178	59	2,004	54	1,565	42
Male	2,057	100	1,449	70	1,231	60	1,112	54	745	36
Female	1,654	100	1,061	64	947	57	892	54	819	50
<b>35 - 44</b>										
Both sexes	3,232	100	2,217	69	1,895	59	1,880	58	1,464	45
Male	1,805	100	1,341	74	1,147	64	1,112	62	801	44
Female	1,427	100	876	61	748	52	769	54	663	46
<b>45 - 54</b>										
Both sexes	2,089	100	1,377	66	1,133	54	1,206	58	915	44
Male	1,183	100	854	72	724	61	712	60	504	43
Female	906	100	523	58	410	45	494	55	411	45
<b>55 - 64</b>										
Both sexes	1,193	100	739	62	606	51	636	53	513	43
Male	736	100	475	65	388	53	410	56	310	42
Female	457	100	264	58	218	48	226	49	202	44

<sup>1</sup> Number and proportion do not add to totals as these are separate variables.  
 Only number and proportion of affirmative responses shown.

General Social Survey, 1989

TABLE 16

Employed population 15 to 64 years of age by benefits received, size of employer<sup>1</sup> then membership in a labour union then type of employment then type of work then employment status, Canada, 1989

Selected characteristics	Total employed population				Benefits received					
			Medical insurance <sup>2</sup>		Dental plan <sup>2</sup>		Pension plan <sup>2</sup>		Maternity leave <sup>2</sup>	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
<b>Size of employer<sup>1</sup></b>										
Total	12,468	100	7,914	63	6,654	53	6,501	52	5,116	41
Less than 20	3,709	100	1,139	31	769	21	641	17	457	12
Between 20 and 99	2,223	100	1,479	67	1,150	52	990	45	817	37
Between 100 and 499	1,836	100	1,427	78	1,204	66	1,177	64	919	50
500 or more	4,536	100	3,792	84	3,473	77	3,633	80	2,888	64
Not stated	163	100	77	47	58	36	60	37	35	21
<b>Union membership</b>										
Total	12,468	100	7,914	63	6,654	53	6,501	52	5,116	41
Yes	3,408	100	3,002	88	2,551	75	2,842	83	2,120	62
No	8,952	100	4,872	54	4,077	46	3,621	40	2,979	33
Not stated	108	100	40	37	—	—	37	35	—	—
<b>Type of employment</b>										
Total	12,468	100	7,914	63	6,654	53	6,501	52	5,116	41
Full-time	10,525	100	7,406	70	6,261	59	6,064	58	4,689	45
Part-time <sup>3</sup>	1,905	100	498	26	383	20	428	22	420	22
Not stated	38	100	—	—	—	—	—	—	—	—
<b>Type of work</b>										
Total	12,468	100	7,914	63	6,654	53	6,501	52	5,116	41
Standard	9,598	100	7,032	73	5,983	62	5,729	60	4,461	46
Non-standard <sup>4</sup>	2,794	100	862	31	654	23	758	27	646	23
Not stated	76	100	—	—	—	—	—	—	—	—
<b>Employment status</b>										
Total	12,468	100	7,914	63	6,654	53	6,501	52	5,116	41
Employee	10,647	100	7,479	70	6,388	60	6,253	59	4,932	46
Self-employed	858	100	114	13	46	5	70	8	30	3
Employer	900	100	304	34	205	23	170	19	143	16
Not stated	63	100	—	—	—	—	—	—	—	—

General Social Survey, 1989

<sup>1</sup> Based on number of employees.

<sup>2</sup> Number and proportion do not add to totals as these are separate variables.

Only number and proportion of affirmative responses shown.

<sup>3</sup> Those working a total of fewer than 30 hours per week in one or more jobs.

<sup>4</sup> Any of part-time, part-year or temporary work.

**TABLE 17**  
**Employed population 15 to 64 years of age by benefits received, industry and type of work,  
 Canada, 1989**

**TABLE 17**

**Employed population 15 to 64 years of age by benefits received, industry and type of work,  
Canada, 1989 — concluded**

Industry and type of work	Total employed population				Benefits received					
			Medical insurance <sup>1</sup>		Dental plan <sup>1</sup>		Pension plan <sup>1</sup>		Maternity leave <sup>1</sup>	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
<b>Other consumer services</b>										
Total	1,337	100	409	31	295	22	225	17	234	17
Standard work	813	100	351	43	252	31	182	22	161	20
Non-standard work	518	100	57	11	43	8	42	8	73	14
Not stated	—	—	—	—	—	—	—	—	—	—
<b>Not stated</b>										
Total	165	100	73	44	63	38	58	35	53	32
Standard work	104	100	66	63	54	52	52	50	48	47
Non-standard work	48	100	—	—	—	—	—	—	—	—
Not stated	—	—	—	—	—	—	—	—	—	—

General Social Survey, 1989

<sup>1</sup> Number and proportion do not add to totals as these are separate variables.  
Only number and proportion of affirmative responses shown.

**TABLE 18**  
**Employed<sup>1</sup> population 15 to 64 years of age by career opportunities then perceived job security, age group and sex, Canada, 1989**

Age group and sex	Total employees		Received promotion in past 5 years					
			Yes		No		Not stated	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>All age groups</b>								
Both sexes	10,647	100	3,481	33	7,063	66	102	1
Male	5,682	100	2,034	36	3,591	63	56	1
Female	4,965	100	1,447	29	3,472	70	46	1
<b>15 - 24</b>								
Both sexes	2,108	100	680	32	1,398	66	29	1
Male	1,060	100	365	34	675	64	—	—
Female	1,049	100	316	30	724	69	—	—
<b>25 - 34</b>								
Both sexes	3,309	100	1,253	38	2,027	61	29	1
Male	1,778	100	731	41	1,037	58	—	—
Female	1,530	100	522	34	990	65	—	—
<b>35 - 44</b>								
Both sexes	2,638	100	889	34	1,731	66	—	—
Male	1,418	100	556	39	853	60	—	—
Female	1,220	100	333	27	878	72	—	—
<b>45 - 54</b>								
Both sexes	1,683	100	416	25	1,250	74	—	—
Male	906	100	256	28	642	71	—	—
Female	777	100	161	21	608	78	—	—
<b>55 - 64</b>								
Both sexes	909	100	242	27	658	72	—	—
Male	520	100	127	24	385	74	—	—
Female	390	100	116	30	273	70	—	—

**TABLE 18**

**Employed<sup>1</sup> population 15 to 64 years of age by career opportunities then perceived job security, age group and sex, Canada, 1989 — concluded**

Age group and sex	Good promotion/career opportunities						Expect to lose job in next year					
	Yes		No		No opinion/ not stated		Yes		No		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)												
<b>All age groups</b>												
Both sexes	6,029	57	4,113	39	505	5	896	8	9,668	91	83	1
Male	3,513	62	1,921	34	248	4	542	10	5,105	90	35	1
Female	2,516	51	2,192	44	258	5	354	7	4,563	92	48	1
<b>15 - 24</b>												
Both sexes	1,228	58	797	38	83	4	201	10	1,893	90	—	—
Male	655	62	360	34	44	4	104	10	951	90	—	—
Female	572	55	437	42	39	4	97	9	942	90	—	—
<b>25 - 34</b>												
Both sexes	2,054	62	1,128	34	126	4	322	10	2,958	89	29	1
Male	1,201	68	539	30	38	2	209	12	1,561	88	—	—
Female	853	56	589	38	89	6	113	7	1,397	91	—	—
<b>35 - 44</b>												
Both sexes	1,522	58	1,014	38	101	4	205	8	2,416	92	—	—
Male	907	64	454	32	56	4	133	9	1,276	90	—	—
Female	615	50	560	46	45	4	72	6	1,140	93	—	—
<b>45 - 54</b>												
Both sexes	883	52	697	41	103	6	101	6	1,564	93	—	—
Male	532	59	318	35	56	6	56	6	841	93	—	—
Female	351	45	379	49	47	6	45	6	723	93	—	—
<b>55 - 64</b>												
Both sexes	342	38	476	52	92	10	67	7	838	92	—	—
Male	217	42	249	48	53	10	40	8	476	92	—	—
Female	125	32	226	58	39	10	27	7	362	93	—	—

General Social Survey, 1989

<sup>1</sup> Population does not include either self-employed or employers.

TABLE 19

Employed<sup>1</sup> population 15 to 64 years of age by career opportunities then perceived job security, size of employer<sup>2</sup> then membership in a labour union then type of employment then type of work, Canada, 1989

Selected characteristics	Total employees		Received promotion in past 5 years					
			Yes		No		Not stated	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>Size of employer<sup>2</sup></b>								
Total	10,647	100	3,481	33	7,063	66	102	1
Less than 20	2,142	100	458	21	1,677	78	—	—
Between 20 and 99	2,083	100	645	31	1,420	68	—	—
Between 100 and 499	1,788	100	609	34	1,172	66	—	—
500 or more	4,489	100	1,740	39	2,731	61	—	—
Not stated	145	100	28	19	64	44	53	37
<b>Union member</b>								
Total	10,647	100	3,481	33	7,063	66	102	1
Yes	3,324	100	1,022	31	2,278	69	—	—
No	7,244	100	2,453	34	4,767	66	—	—
Not stated	79	100	—	—	—	—	54	69
<b>Type of employment</b>								
Total	10,647	100	3,481	33	7,063	66	102	1
Full-time	8,967	100	3,214	36	5,677	63	75	1
Part-time <sup>3</sup>	1,671	100	266	16	1,380	83	—	—
Not stated	—	—	—	—	—	—	—	—
<b>Type of work</b>								
Total	10,647	100	3,481	33	7,063	66	102	1
Standard	8,144	100	3,078	38	5,001	61	64	1
Non-standard <sup>4</sup>	2,462	100	398	16	2,033	83	32	1
Not stated	40	100	—	—	29	74	—	—

TABLE 19

Employed<sup>1</sup> population 15 to 64 years of age by career opportunities then perceived job security, size of employer<sup>2</sup> then membership in a labour union then type of employment then type of work, Canada, 1989 — concluded

Selected characteristics	Good promotion/career opportunities						Expect to lose job in next year					
	Yes		No		No opinion/not stated		Yes		No		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)												
<b>Size of employer<sup>2</sup></b>												
Total	6,029	57	4,113	39	505	5	896	8	9,668	91	83	1
Less than 20	1,028	48	971	45	143	7	234	11	1,905	89	—	—
Between 20 and 99	1,177	57	797	38	109	5	192	9	1,884	90	—	—
Between 100 and 499	964	54	725	41	99	6	144	8	1,629	91	—	—
500 or more	2,811	63	1,565	35	112	3	310	7	4,162	93	—	—
Not stated	49	33	55	38	42	29	—	—	88	61	42	29
<b>Union member</b>												
Total	6,029	57	4,113	39	505	5	896	8	9,668	91	83	1
Yes	1,817	55	1,390	42	117	4	307	9	3,008	90	—	—
No	4,202	58	2,713	37	329	5	585	8	6,644	92	—	—
Not stated	—	—	—	—	59	76	—	—	—	—	59	75
<b>Type of employment</b>												
Total	6,029	57	4,113	39	505	5	896	8	9,668	91	83	1
Full-time	5,311	59	3,277	37	378	4	742	8	8,167	91	58	1
Part-time <sup>3</sup>	716	43	830	50	125	8	153	9	1,495	89	—	—
Not stated	—	—	—	—	—	—	—	—	—	—	—	—
<b>Type of work</b>												
Total	6,029	57	4,113	39	505	5	896	8	9,668	91	83	1
Standard	4,948	61	2,890	35	306	4	393	5	7,700	95	51	1
Non-standard <sup>4</sup>	1,067	43	1,205	49	191	8	493	20	1,942	79	27	1
Not stated	—	—	—	—	—	—	—	—	25	64	—	—

General Social Survey, 1989

1 Population does not include either the self-employed or employers.

2 Based on number of employees.

3 Those working a total of fewer than 30 hours per week in one or more jobs.

4 Any of part-time, part-year or temporary work.

**TABLE 20**  
**Employed<sup>1</sup> population 15 to 64 years of age by career opportunities, industry and type of work,  
 Canada, 1989**

**TABLE 20**  
**Employed<sup>1</sup> population 15 to 64 years of age by career opportunities, industry and type of work,  
 Canada, 1989 — continued**

**TABLE 20**  
**Employed<sup>1</sup> population 15 to 64 years of age by career opportunities, industry and type of work,  
 Canada, 1989 — continued**

**TABLE 20**

**Employed<sup>1</sup> population 15 to 64 years of age by career opportunities, industry and type of work,  
Canada, 1989 — concluded**

Industry and type of work	Good promotion/career opportunities						Expect to lose job in next year					
	Yes		No		No opinion/ not stated		Yes		No		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)												
<b>Other consumer services</b>												
Total	503	49	456	44	73	7	103	10	922	89	—	—
Standard	325	56	223	38	36	6	30	5	553	95	—	—
Non-standard <sup>2</sup>	176	40	230	52	37	8	70	16	366	83	—	—
Not stated	—	—	—	—	—	—	—	—	—	—	—	—
<b>Not stated</b>												
Total	43	41	48	46	—	—	—	—	77	74	—	—
Standard	40	57	—	—	—	—	—	—	52	74	—	—
Non-standard <sup>2</sup>	—	—	28	84	—	—	—	—	—	—	—	—
Not stated	—	—	—	—	—	—	—	—	—	—	—	—

General Social Survey, 1989

<sup>1</sup> Population does not include either the self-employed or employers.

<sup>2</sup> Any of part-time, part-year or temporary work.



## **CHAPTER 5**

### **INTRINSIC WORK REWARDS**

This chapter examines some of the intrinsic work rewards reported by Canadian workers, comments on age and gender differences, compares these subjective job evaluations across industries, and also contrasts standard and non-standard jobs. The chapter begins with an analysis of the extent to which Canadian workers report having freedom to decide how to do their job. A parallel analysis examines self-reports of repetitious work and of skill requirements within a job. The next section inquires whether educational credentials and job demands are well matched. It highlights the labour market sectors in which workers are least likely to report that their job is related to their education and in which feelings of overqualification are most extensive. The final section focuses on job satisfaction and workers' assessments of their pay.



## 5.1 HIGHLIGHTS

- In 1989, over half of employed 15- to 64-year-old Canadians strongly agreed that they had a lot of freedom to decide how to do their job, and almost half was equally certain that their job required a high level of skill. But almost one-third strongly agreed that their job involved repetitious work.
- More than four out of ten workers reported that their job was not at all related to their education, but better educated workers were less likely to agree with this assessment. Almost one-quarter considered themselves to be overqualified for their job, including large numbers of those with postsecondary educational credentials.
- Self-reported job satisfaction was generally high, reflecting a pattern observed in previous studies over the past two decades. While only one in ten were willing to say they were dissatisfied with their job, a somewhat larger minority evaluated their pay negatively.
- In general, women and young workers were less likely to report *intrinsic job rewards*. These gender and age differences were, to a considerable extent, the result of the over-representation of women and youth in jobs offering few personal subjective rewards.
- Workers in non-standard jobs reported less job autonomy, more repetitious work and lower-skill requirements than did those in standard jobs. Workers in the lower-tier services, especially those in non-standard jobs, typically reported lower-skill requirements and a greater mismatch between their education and their job. They were also more likely to say they were overqualified for their job, and were less likely to agree that their pay was good.
- Canadians employed in the upper-tier services evaluated their jobs more positively, in terms of *intrinsic work rewards*. However, there were exceptions like the limited job autonomy reported by public administration workers.

## 5.2 METHODS

A variety of self-report measures were used to assess the distribution of intrinsic work rewards across labour market locations. Some of these measures replicate questions included in previous national surveys, others

are modifications of such items, and several are original. *Job autonomy, skill requirements, and repetitious work* were measured with the statements: "There is a lot of freedom to decide how to do your work."; "Your job requires a high level of skill."; and "You do the same things over and over." Respondents were asked to agree or disagree, and then to qualify their answer as 'somewhat' or 'strongly'. A very similar job autonomy measure in the 1977 *York University Social Change in Canada survey*<sup>1</sup> provides an over-time comparison.

*Education-job mismatch* was measured by asking "How closely is your job related to your education?". Respondents could answer 'closely related', 'somewhat related', and 'not related at all'. However, they were offered only 'yes' and 'no' responses to the overqualification question: "Considering your experience, education and training, do you feel that you are overqualified for your job?".

The question "Are you (somewhat or very) satisfied or dissatisfied with your (main) job?" allowed comparisons to a number of previous studies which included essentially the same *job satisfaction* measure. A subjective *evaluation of pay* was provided by agree-disagree (somewhat or strongly) responses to the statement "The pay is good". Again, the presence of the same item in previous surveys allowed comparisons to an earlier era. While this last statement could be treated as a subjective measure of an extrinsic rather than an intrinsic work reward, it can also be interpreted as an indicator of satisfaction with pay.

## 5.3 RESULTS

### 5.3.1 Job autonomy, skill requirements and repetitious work

In response to the statement "there is a lot of freedom to decide how to do your work.", 17% of employed 15- to 64-year-old Canadians disagreed (Table 21). Thus, about one in six workers report few chances to make decisions about how they do their work (8% strongly disagreed and 9% disagreed somewhat). Generalizations about the proportion of workers who enjoy job autonomy obviously depend upon one's interpretation of the 'agree somewhat' response category (27%). If it is treated as a positive assessment, one would conclude that a very large majority of employed Canadians can exercise independent decision-making in their job. However, given the very general and subjective nature of the statement about decision-making opportunities, it would be best to focus on the less ambiguous response categories. Even so, there is still

a majority (54%) strongly agreeing that they have a lot of freedom to decide how to do their work.

Younger workers report less job autonomy. One in four of the employed aged 15 to 24 disagreed with the statement about decision-making regarding their work tasks, compared with one in ten of the oldest (aged 55 to 64) workers (Table 21). The most plausible explanation for this age-based pattern points to the concentration of young workers in lower-tier service industries and, particularly, in part-time jobs in these sectors.

While the differences across age categories are more pronounced, Table 21 also reveals that women are somewhat less likely than men to report considerable job autonomy. However, this gender effect increases across age categories. Among workers aged 45 to 64, women are about twice as likely as men to disagree that they have a lot of freedom to decide how to do their work. Again, the best explanation focuses on the labour market locations in which women and men of different ages are employed. As previous analyses in this report have demonstrated, young men and women frequently work in the same labour market locations. But among older workers, women are much more likely to be employed in clerical, sales and service occupations, where opportunities for individual task-related decision-making may be less common.

Table 21 also displays responses, by age and sex, to a second question about skill requirements. A large minority (46%) of employed Canadians strongly agree that their job "requires a high level of skill", while almost one-quarter (24%) disagree (7% disagree strongly). Compared to the decision-making statement, there is a larger gender difference in responses to this question about skills (Table 21). Across all age groups, 40% of employed women strongly agree, compared with 50% of employed men.

Again, age differences are substantial, with much larger proportions of the youngest workers disagreeing with this positive evaluative statement. And, as with task-related decision-making, age accents the gender differences. Among the youngest workers, 46% of women disagreed that their job required a high level of skill, along with 40% of men. But among those aged 45 to 64, the gender difference was much larger, with about one-third of the women disagreeing compared with only one-eighth of the men (Table 21). Previous analyses have suggested that fewer women advance into higher status and more rewarding jobs as they move through their career. These results suggest that the skill

requirements of the jobs held by middle-aged and older women are often also lower than those of jobs held by similar aged men.

Repetitious work offers fewer intrinsic rewards than does work involving more variety in tasks. These self-reports suggest that repetitious work may be more widespread than low-autonomy and low-skill work (Table 21). Almost one-third (32%) of employed 15- to 64-year-old Canadians strongly agreed that "you do the same things over and over", and just about as many (30%) agreed somewhat. Only 37% disagreed or, in other words, claimed that their job was not repetitious. As in the case of job autonomy and skill requirements, young workers (regardless of gender) and women, in general, were less positive (i.e. were more likely to agree that their job was repetitious) in their job evaluations, and the gender difference increased with age.

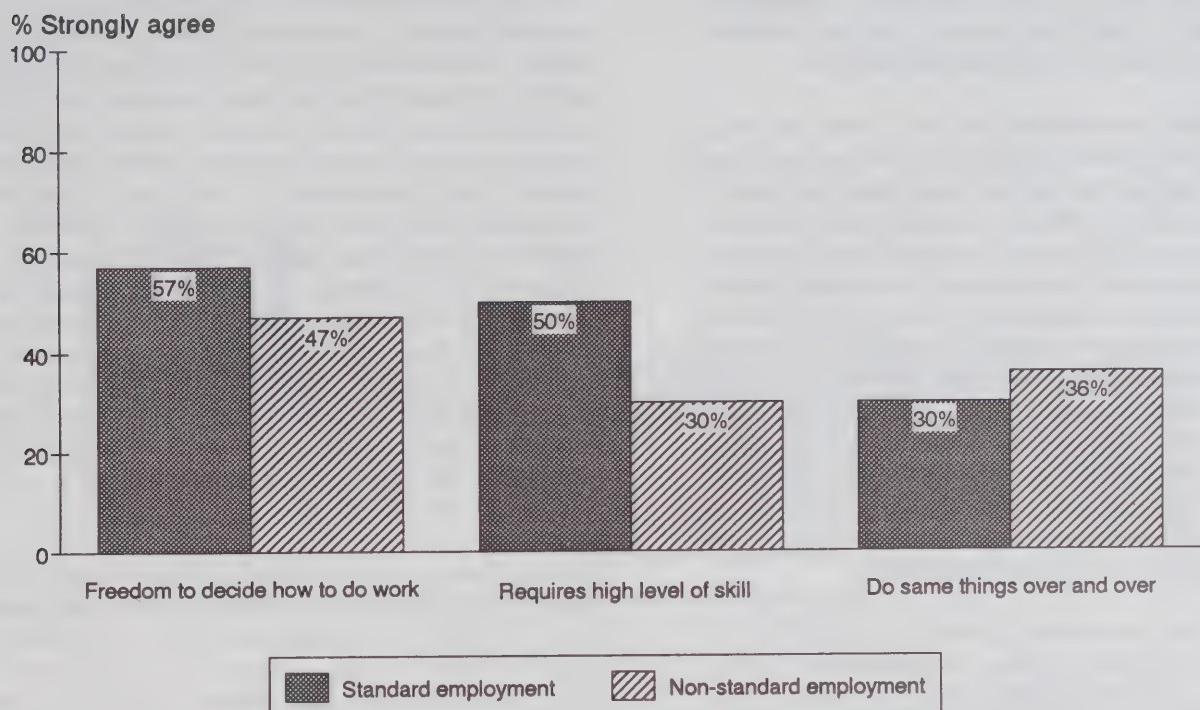
In short, looking at the positive side, a majority of Canadian workers report considerable job autonomy, and almost as many evaluate the skill requirements of their jobs positively. But a large minority also strongly agree that their jobs involve repetitious work. Women and young workers are more likely to evaluate their jobs negatively with respect to each of these three intrinsic job rewards, with gender differences becoming more prominent across age categories.

It could be argued that young workers and women have higher job expectations which, in turn, are reflected in these less positive job evaluations. However, the explanations put forward for the age and gender differences have, instead, emphasized the differences between the types of jobs typically held by men and women, and by younger and older workers.<sup>2</sup> The following analyses address this issue directly by comparing responses to these three job evaluation statements from non-standard and standard workers, and across industrial sectors and occupational groups.

Figure M shows 57% of people in standard jobs strongly agreeing with the job autonomy question, compared with 47% in non-standard jobs. Larger differences between standard and non-standard workers were found for the skill-level statement, with exactly half (50%) in standard jobs and less than one in three (30%) in non-standard jobs agreeing strongly. While the difference was smaller, the same pattern was observed for the statement about repetitious work. Over one-third (36%) of people in non-standard jobs strongly agreed that they did the same things over and over, compared with 30% of people in standard jobs.

**FIGURE M**

**Employed population 15 to 64 years of age by job autonomy then skill requirements then repetitious work and type of work, Canada, 1989**



General Social Survey, 1989

Comparisons of self-reported job autonomy across industrial sectors (Table 22) reveal some interesting differences. Agricultural workers (many of whom are self-employed) are most likely (73%) to strongly agree that they have freedom to decide how to do their job. Manufacturing, natural resource-based and public administration workers are least likely to report job autonomy. It may be that employees in the two blue-collar industries are more likely to be working with industrial technologies (e.g. assembly lines and continuous flow production systems), which allow only limited individual decision-making. As for public administration workers, their decision-making opportunities are probably more limited by bureaucratic rules and processes.

Both business services and the education, health and welfare sector reveal higher than average levels of job autonomy, while the lower-tier service industries are about average in this respect (Table 22). In addition, there are substantially lower levels of job autonomy reported by non-standard workers in most industries. But here again there are exceptions in the upper-tier

services, with non-standard workers in public administration and in education, health and welfare answering much the same as standard job holders in these sectors. While workers in non-standard jobs in these two labour market sectors may have fewer extrinsic work rewards, they appear to enjoy similar opportunities for task-related decision making.

A clearer, more consistent pattern is observed for responses to the question about skill requirements (Table 22). Here the goods-producing industries are about average (or a bit lower), the upper-tier services are generally well above average, and the lower-tier services are considerably below average. For example, less than one-third of people employed in retail trade and the consumer services strongly agree that their job requires a high level of skill.

Within sectors, differences between standard and non-standard work are substantial. The lower-tier services stand out in particular, with only one in ten non-standard workers in retail trade strongly agreeing with the skill level statement. Well over half (57%) of the non-

standard retail trade workers disagreed with this statement. A similar proportion (56%) of people in non-standard jobs in the other consumer services disagreed (results not shown). Thus, the popular stereotype of low-skill jobs in the service industries has some basis in fact, but primarily in the lower-tier services and particularly in non-standard jobs.

The question about repetitious work does not reveal the same clear pattern (Table 22). Canadians employed in the lower-tier services are more likely to describe their job in this way, but so are those in the distributive services and in the natural resource-based industries. Differences between standard and non-standard jobs are generally of little consequence within most industries. Thus, summing up the findings displayed in Table 22, there is evidence that jobs in the lower-tier services, and particularly non-standard jobs, offer fewer intrinsic work rewards. The pattern is clearest with respect to skill requirements, but not as consistent for repetitious work and job autonomy. The latter is also low in the traditional blue-collar industries as well as in the bureaucratic public administration sector.

Some of these inconsistent patterns are due to the mix of different occupational groups within industrial sectors. With few exceptions, managers and professionals report more job autonomy than do clerical, sales and service workers or blue-collar employees (Table 23). However, different organizational structures across industries also lead to different levels of job autonomy for managers and professionals. For example, the education, health and welfare and public administration bureaucracies allow less job autonomy for managers and professionals than is available to their peers in other industries.

Managers and professionals also report much higher skill requirements for their jobs than do clerical, sales and service and blue-collar workers. The lowest skill level assessments are provided by clerical, sales and service workers in the lower-tier services (Table 23), many of whom are employed in non-standard jobs. Finally, managers and professionals are also less likely to be doing repetitious work. Such work is most often reported by blue-collar employees in the traditional (male) natural resources, manufacturing, and distributive service sectors, and by clerical, sales and service workers (generally female) in most upper- and lower-tier services (Table 23).

### 5.3.2 Education and underemployment

In response to the question "How closely is your job related to your education?", just over one-third (35%) of employed 15- to 64-year-old Canadians answered

'closely related' and another 21% said 'somewhat related' (Table 24). But the largest proportion (44%) said their job was not at all related to their education. This pattern might suggest a significant amount of education/job mismatch or, in other words, widespread overqualification. Alternatively, since the Canadian primary and secondary education systems provide little specific job-related training, these results might simply mean that most people without higher education credentials are employed in jobs that do not require the specific skills provided by such an education. Comparisons of responses to this question by educational attainment reveal some support for this explanation.<sup>3</sup> Two-thirds (67%) of those with a university degree said that their job was closely related to their education, as did 58% of those with some kind of postsecondary diploma or credentials. Less than one-quarter (22%) of workers with secondary school credentials, and less than one in ten of those with less than high school (9%) stated that their job was closely related to their education (Figure N).

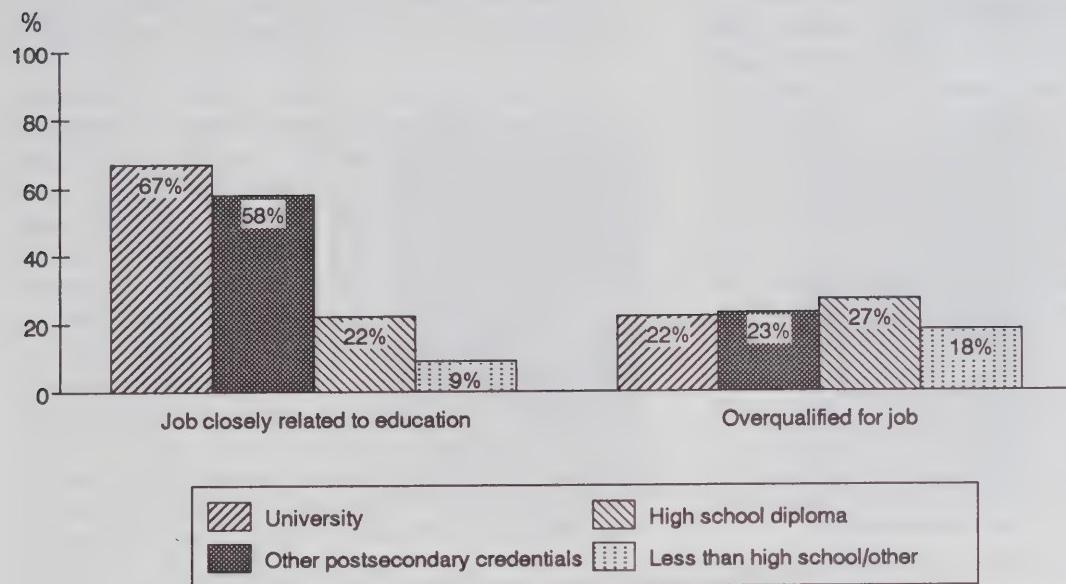
However, there is also evidence of considerable self-reported overqualification within the Canadian work force. Taking into consideration their experience, education and training, almost one in four (23%) workers consider themselves overqualified for their job (Table 24). But unlike the pattern observed for the education/job match question, there is no clear relationship between self-reported overqualification and educational attainment (Figure N). Workers with less than a high school education were somewhat less likely to state they were overqualified (18%), compared with 27% of high school graduates. Among workers with a university degree or other postsecondary credentials, the proportion stating they were overqualified was slightly lower.

The relationships between gender and responses to these two questions are not particularly strong or systematic, but the effects of age are more apparent (Table 24). There is a curvilinear relationship between age and education/job mismatch, with the youngest workers least likely to be in jobs related to their education. Middle-aged workers are most likely to be in jobs closely related to their education, while smaller proportions of the two oldest age categories are in such jobs. Unlike education/job mismatch, the relationship between age and self-reported overqualification is linear, with older workers less likely to assess themselves as overqualified for their job.

Figure O shows that Canadians employed in non-standard jobs are much more likely than those in full-

## FIGURE N

### Employed population 15 to 64 years of age by relationship between education and job then job overqualification and educational attainment, Canada, 1989



General Social Survey, 1989

time, year-round permanent jobs to say their job is not at all related to their education (56% versus 40%). Non-standard workers are also more inclined to see themselves as overqualified for their job (30% compared with 21%).

There are also substantial inter-industry differences in responses to these two questions (Table 25). Roughly half of people employed in the blue-collar industries (including distributive services) report that their job is not at all related to their education. The proportion whose education does not match their job is considerably lower in the other upper-tier services, but such mismatch is most common in the two lower-tier services. In fact, almost two out of three (65%) Canadians employed in the consumer services see no match at all between their job and education. Within each industry, those in non-standard jobs are even more likely to evaluate their job in this manner.

There is less inter-industry variation in self-reported overqualification although, once again, the lower-tier service industries stand out in this regard. And, as observed for education/job mismatch, overqualification is most common among those in non-standard jobs with

40% of lower-tier service workers in such positions stating that they are overqualified for their job. As previous analyses have demonstrated, young students make up a large part of the labour force in retail trade and other consumer services. Hence, it is important to examine inter-industry variation in education/job mismatch and overqualification, controlling on educational attainment. To what extent does the image of overqualified university graduates in low-skill jobs reflect the reality of the Canadian labour market?

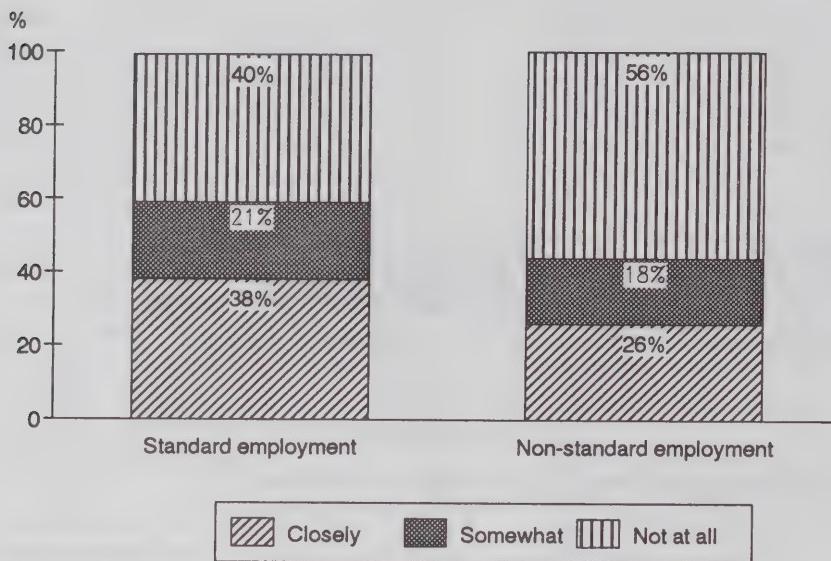
A total of 15% of employed university graduates stated that their job was not at all related to their education. The percentage of mismatched university graduates was higher than average in manufacturing (22%) and in the distributive services (33%), but it was particularly high in retail trade (51%). Alternatively, the match was rather good for degree holders in the other upper-tier services, especially in education, health and welfare, where only 5% of university graduates reported no relationship between their education and job (Table 26).

While 22% of all employed university graduates said they felt overqualified for their job, the proportion of overqualified degree holders was much higher in

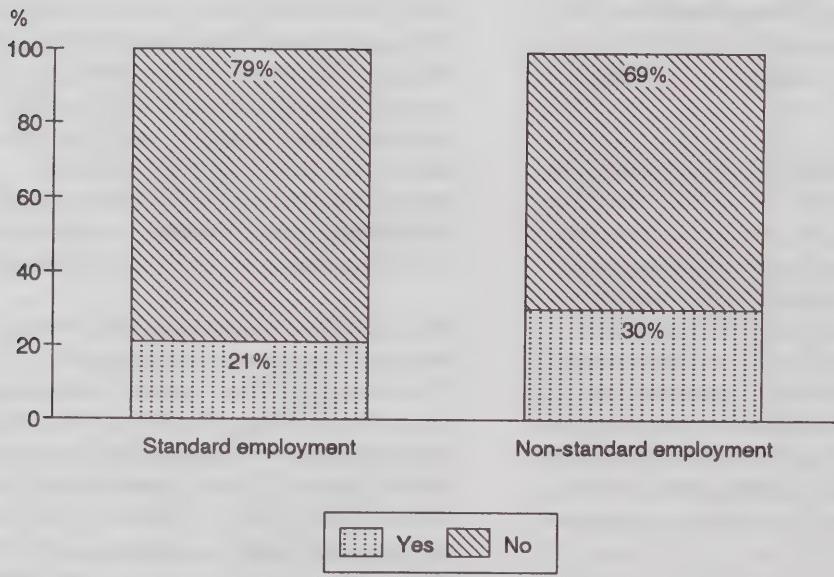
**FIGURE O**

**Employed population 15 to 64 years of age by relationship between education and job then job overqualification and type of work, Canada, 1989**

**Job related to education(1)**



**Overqualified for job(1)**



**General Social Survey, 1989**

(1) "Not stated" percentages included in calculation of percentages, but not shown.

manufacturing (37%) and distributive services (33%). Self-reported overqualification was even more extensive in the two lower-tier service sectors, where four out of ten university graduates identified themselves in this manner (Table 26). As observed for the education/job mismatch question, the fit between credentials and jobs was also best in the education, health and welfare sector.

A somewhat similar pattern is observed for education/job mismatch among employed Canadians with other postsecondary diplomas. Across all industries, almost one in four (24%) stated that their job was not at all related to their education. However, this percentage was considerably higher in manufacturing and natural resource-based industries, as well as in the distributive services (Table 26). The other upper-tier services revealed below average levels of education/job mismatch, while the lower-tier services had much higher proportions claiming their job was unrelated to their education. Industry differences in self-reported overqualification among workers with postsecondary diplomas were not as pronounced, although again, the proportion of overqualified workers was higher than average in the lower-tier services. Thus, even when controlling on educational attainment, the most extensive education/job mismatch and the greatest

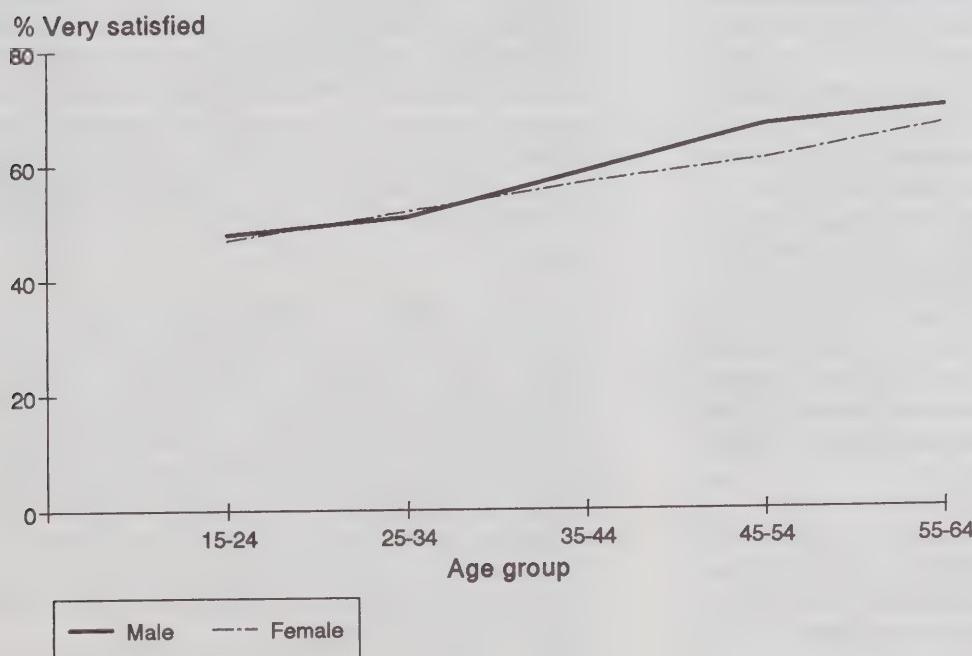
amount of overqualification are found in the lower-tier service industries.

### 5.3.3 Job satisfaction and pay evaluations

Just over one in ten (11%) expressed dissatisfaction with their current (main) job (4% said they were very dissatisfied). About one-third (32%) said they were somewhat satisfied, while a majority (56%) answered 'very satisfied' in response to this question (Table 27). One of the most consistent findings in the job satisfaction research literature is that younger workers report less satisfaction. This study is no exception. Figure P displays the percentage of women and men in each of five-age categories, who said they were 'very satisfied' with their job. For both males and females, there is a strong positive linear relationship with age. Less than half of the youngest workers said they were 'very satisfied' compared with two-thirds or more of those aged 55 to 64. Table 27 shows the parallel decrease in those who said they were dissatisfied with their current job.

Explanations for the effects of age on job satisfaction include arguments that younger workers have higher job expectations, older workers have more family and

**FIGURE P**  
**Employed population 15 to 64 years of age who are very satisfied with their job by age group and sex, Canada, 1989**



community interests which might compensate for less satisfying jobs, and older workers have managed to move up into better and more satisfying jobs.<sup>4</sup> Since information on job expectations is unavailable in this study, it is not possible to test each of these explanations. However, one recent comprehensive study suggests that all of these factors play a part,<sup>5</sup> and another overview concludes that the better jobs held by older workers are largely responsible.<sup>6</sup> The previous analyses revealing an over-representation of young workers in the lower-tier services and in non-standard jobs, and the evidence that such jobs offer fewer extrinsic and intrinsic rewards, suggest that the 'poor jobs' explanation may also account for a large part of the greater dissatisfaction among young workers revealed in this study.

Previous studies have revealed few consistent gender differences in job satisfaction, despite the concentration of women in lower-status, lower-paying jobs.<sup>7</sup> A plausible explanation is that women employed in such jobs may place higher value on social relationships with co-workers (and other non-monetary aspects of the job) as an accommodation to the lack of extrinsic and intrinsic work rewards.<sup>8</sup> These GSS results show that men are only slightly more likely to say that they are very satisfied with their job (Table 27). However, the gender difference is somewhat larger among workers who are aged 45 to 64 (Figure P). This age-gender interaction may indicate that career blockages for women translate into less job satisfaction.

Table 27 also displays responses to the statement "the pay is good". Only one-third (34%) of the total sample strongly agreed, and more than one in five (21%) disagreed (9% strongly disagreed). Thus, this more specific evaluative statement reveals somewhat less satisfaction than does the more general job satisfaction measure. Young workers are generally less positive about their pay. And while the gender difference in general job satisfaction is not very large, there is a noticeable difference in the proportion of women (30%) and men (37%) who strongly agree that their pay is good (Table 27). This difference is largest (30% compared with 43%) among those aged 45 to 54, the years during which most workers hit their peak earning potential. Thus, these subjective evaluations of pay mirror the female-male income gap which also widens at this point (Table 12).

Inter-industry differences are examined by considering the proportion of workers who stated that they were 'very satisfied' with their job (Table 28). With a total of 56% choosing this response category, there is

somewhat higher than average satisfaction in the blue-collar industries, with the exception of manufacturing. Here, less than half (48%) said they were 'very satisfied'.

Job satisfaction was also higher than average in the upper-tier services, with workers in the education, health and welfare sector most likely to say they were 'very satisfied' with their job (63%). Workers in the lower-tier services were somewhat less inclined to choose this very positive response category, but still, relatively more said they were 'very satisfied' than was the case for manufacturing (Table 28).

Within industries, there is a fairly systematic pattern whereby those in non-standard work are less likely to be 'very satisfied' with their job, although this difference is not as large in the upper-tier services (Table 28). An interesting reversal of this pattern is the higher job satisfaction among non-standard workers in manufacturing. Since previous analyses have shown that non-standard workers in this sector received fewer extrinsic and intrinsic rewards than did those in full-time, permanent, year-round jobs, an easy explanation is not available.

As for evaluations of pay, agriculture stands out, with only 13% of those employed in this sector 'strongly agreeing' that "the pay is good" (Table 28). But despite the almost complete rejection of this statement by those employed in the agricultural sector, it is noteworthy that a higher than average proportion still stated that they were 'very satisfied' with their job. Individuals employed in the natural resource-based industries, those working in construction, and workers in the distributive services, business services, and public administration were above average in their positive assessments of pay. Alternatively, the two lower-tier services were below average in this respect. And, once again, non-standard work within each of these industries was evaluated less positively.

As with job satisfaction, evaluations of pay are made both with respect to what is provided and what one expects to get. Given that many young students are employed in the lower-tier services, particularly in non-standard jobs, and assuming that students might have lower pay expectations (since they would not view this as a permanent job), the low level of agreement with this pay evaluation statement in the lower-tier services is noteworthy. It clearly mirrors the fewer extrinsic work rewards available to workers in these labour market locations (Chapter 4).

## 5.4 DISCUSSION

Has the shift to a service-based economy also involved a *change* in the availability of intrinsic work rewards? Data needed to answer this question for each of the work rewards examined in this chapter are not available. However, with regards to the issue of job autonomy, the 1989 GSS survey found that over half (54%) of employed 15- to 64-year-old Canadians strongly agreed that they have a lot of freedom to decide how to do their work, and 27% agreed somewhat. The 1977 York University survey included almost the same statement ("there is a great deal of freedom to decide how to do my work"). A total of 51% of the employed respondents answered 'very true', and another 33% chose the 'somewhat true' response category. The small differences between the results from these two studies suggest that the expansion of the service industries over the past decade has not involved an appreciable change in the proportion of Canadian workers who positively evaluate their on-the-job decision-making opportunities.

The 1989 GSS results show that almost half (46%) of employed Canadians strongly agree that their job requires a high level of skill. But almost one in four, a very sizeable minority, disagree. Repetitious work is much more widespread, with almost two-thirds of these workers agreeing (somewhat or strongly) that their job involves doing the same things over and over. With respect to skill requirements, repetitious work, and also job autonomy, women and youth are more critical of their jobs given the lower-level jobs they typically hold. The gender differences increase with age, suggesting that women are less likely than men to move out of these jobs as they progress through their working career.

More than four out of ten workers (44%) report that their job is not at all related to their education. Those with higher education credentials are considerably less likely to answer in this manner, reflecting the fact that the Canadian primary and secondary education systems provide relatively little job-related training. However, there is still a large minority of university and college graduates in jobs largely unrelated to their education. Younger workers and, to a lesser extent, those closer to retirement age are less likely to be in jobs related to their education. Some of these young workers might be students working (often part-time) in lower-level services while completing their education. The less matched, older workers might reflect a cohort effect (a larger proportion of middle-aged "baby boomers" in jobs matched to their education), or a career effect (some of the oldest workers moving upward into areas in which they had not been formally trained). Alternatively,

downward mobility might be observed for some older workers made redundant by technological change and industrial restructuring.

In addition, there is evidence of considerable self-reported overqualification within the Canadian labour force. Almost one-quarter (23%) of employed 15- to 64-year-old Canadians consider themselves to be overqualified for their jobs, including more than one in five of those with university degrees and other postsecondary diplomas. There is a clear linear relationship between age and overqualification, with larger proportions of younger workers considering themselves to be overqualified for their job. This might signify a cohort effect (younger, better-educated workers having difficulty finding jobs in their area of training), or a career effect (with age and experience, more workers move into jobs that match their education). Further multi-variate analyses are obviously needed to unravel the relationships between age and self-reported education/job mismatch and overqualification.

About one in ten (11%) Canadian workers say they are dissatisfied with their job, about one-third (32%) say they are somewhat satisfied, and just over half (56%) report themselves to be very satisfied. This distribution of responses is almost identical to that observed in the 1973 National Job Satisfaction Survey where 88% said they were somewhat or very satisfied.<sup>9</sup> A 1987 National Environics Survey reported that 89% of employed Canadians were somewhat or very satisfied with their job.<sup>10</sup> Other smaller area surveys have revealed the same level of job satisfaction,<sup>11</sup> demonstrating a very consistent finding about Canadian workers.

Such high levels of job satisfaction are difficult to reconcile with workers' less positive assessments of some of the specific aspects of their jobs. They also would suggest that absenteeism, strikes and lockouts, and high quit rates should be minor problems for employers, which is not the case. Hence, a number of explanations have been put forward to account for these discrepancies. Individual workers may be assessing a limited range of available jobs and, from this frame of reference, consider themselves satisfied.<sup>12</sup> Alternatively, workers in less rewarding jobs might not admit dissatisfaction, since this could reflect negatively on their own efforts and ability.<sup>13</sup> Some researchers have used "behavioural intentions" measures (e.g. "Would you recommend this job to a friend?"), and found a somewhat lower level of satisfaction. Since such questions were not included in this study, the analyses in this chapter rely on the general question, recognizing the potential of an overestimate of job satisfaction.

As in most other job satisfaction studies, the 1989 GSS reveals satisfaction increasing with age. There is only a small gender difference in satisfaction, but compared to women in the same age category, the proportion of men saying they are very satisfied with their job is somewhat larger among workers aged 45 to 64. Again, as in the case of specific intrinsic rewards, the overrepresentation of women and young workers in less rewarding jobs, and the more extensive career opportunities available to men, probably account for much of these age and gender differences in general job satisfaction.

While job satisfaction is generally high, there is a somewhat larger minority of workers who disagree that their pay is good. Only 34% strongly agreed with this statement. The 1973 Job Satisfaction Survey included the same statement and found 31% of employed Canadians very satisfied with the pay in their job.<sup>14</sup> Several years later, the York University Social Change in Canada survey showed 37% of employed Canadians responding in this manner to the same statement. Thus, it would appear that shifts in the industrial and occupational structure have not had an appreciable impact on the overall proportion of Canadians satisfied with their pay.

Women are considerably less likely than men to agree that their pay is good. Young workers are also less positive about their pay. As already noted, there is good reason to believe that gender and age differences in intrinsic work rewards are, to a considerable extent, a function of the concentration of women and young workers in the lower-tier service industries and in non-standard jobs. In fact, these subjective evaluations of pay basically mirror the findings in the previous chapter which showed women and youth reporting substantially lower incomes.

Focusing specifically on the intrinsic rewards available in different labour market locations, the 1989 GSS reveals that workers in non-standard jobs are more likely to report limited job autonomy, repetitious work, and particularly, low-skill requirements. In general, the lower-tier services contain a larger proportion of workers who feel that their job requires limited skills, that it is not related to their education, that they are overqualified for the job, and that the pay is less than adequate. Those in non-standard jobs within these sectors tend to be even less positive in their assessments of intrinsic work rewards.

In terms of intrinsic work rewards, these survey findings show a larger proportion of "good jobs" in the upper-

tier services. For example, the business services and the education, health and welfare sector contain larger proportions of workers reporting considerable job autonomy. Self-reported skill requirements are higher in the upper-tier services, as is the match between education and jobs, the level of job satisfaction, and the extent of positive pay evaluations. However, there are also some noteworthy exceptions. For example, public administration employees report the lowest level of job autonomy. A larger than average proportion of workers in the distributive services say their jobs are repetitious and unrelated to their education, and that they are overqualified for their job. Thus, generalizations about the extent of intrinsic work rewards available to upper-tier service-sector employees should still be made cautiously.

The blue-collar industries (with the exception of agriculture) contain a larger than average proportion of workers who agree that their pay was good. Income differences across sectors (discussed in the previous chapter) generally correlate with these subjective evaluations of pay. However, other intrinsic rewards are somewhat less common in goods-producing industries, particularly manufacturing and natural resource-based industries (again, agriculture is the exception, with a high level of self-reported job autonomy).

Concerns about "poor jobs" in the expanding service industries began to be expressed during the 1980s. But in the decade before, researchers tended to focus on the goods-producing sector when they wrote about jobs with few intrinsic rewards. Manufacturing was typically highlighted as the industry in which job dissatisfaction and worker alienation were more extensive.<sup>15-16</sup> Assembly-line jobs,<sup>17</sup> especially in the automobile industry,<sup>18</sup> were generally evaluated most critically, because of their routine nature, limited opportunity for decision-making and generally stressful working conditions. These 1989 GSS results suggest that many manufacturing jobs still exhibit these characteristics and, hence, may be less satisfying.

With respect to the limited job autonomy reported in several of the upper-tier service and goods-producing sectors, these results reflect the 'technical' (manufacturing and natural resource-based industries) and 'bureaucratic' (public administration) forms of worker control described by Richard Edwards<sup>19</sup> and others writing in the "labour process" literature. However, arguments that, on average, job autonomy is decreasing are not supported by comparisons of the 1989 GSS to earlier surveys. In addition, Edwards' basic typology with its

emphasis on traditional blue-collar industries and large bureaucratic workplaces does not take into account the expansion of the lower-tier service industries and the growth of non-standard jobs. As these GSS findings show, job autonomy is also limited in these labour market locations.

In summary, the distribution of intrinsic work rewards in Canada largely parallels the pattern for extrinsic work rewards observed in the previous chapter. While there are some upper-tier service industries, where certain intrinsic rewards are reported less often than average, in general, the lower-tier service industries offer the fewest intrinsic rewards. And within both the upper- and lower-level services, workers in non-standard jobs are even more critical in this respect. The goods-producing industries, particularly the traditional male, blue-collar manufacturing and natural resource-based sectors, reveal below average proportions of workers reporting several of the intrinsic rewards examined in this chapter. Finally, given the over-representation of women and of younger workers in those (primarily service) sectors, where the poorer jobs tend to be located, women and youth are less likely to evaluate these aspects of their jobs positively.

#### NOTES

1. The 1977 survey of almost 1,800 employed respondents was completed by the Institute for Behavioural Research, York University.
2. While there is some evidence that younger workers may have higher job expectations, it is also very obvious that they tend to be employed in lower-status, low-skill jobs. The research evidence regarding gender and work orientations does not reveal consistent results, but does suggest that lower job expectations may be an accommodation to unrewarding work. See Krahn, H. and G.S. Lowe. *Work, Industry and Canadian Society*. (Toronto: Nelson Canada, 1988), p. 163.
3. Among employed 15- to 64-year-old Canadians, 18% had a university degree, 23% reported some other postsecondary diploma or certificate (community college, CEGEP, technical school, business school), 30% were high school graduates only, 27% had not completed high school, and 1% reported other or no formal education.
4. Krahn and Lowe, op cit, p. 161-162.
5. Kalleberg, A. and K.A. Loscocco. "Ageing, values and rewards: explaining age differences in job satisfaction." *American Sociological Review*, 48 (1983), p. 78-90.
6. Hamilton, R.F. and J.D. Wright. *The State of the Masses*. (New York: Aldine, 1986), p. 288.
7. Krahn and Lowe, op cit, p. 162.
8. Mottaz, C. "Gender differences in work satisfaction, work-related rewards and values, and the determinants of job satisfaction." *Human Relations*, 39 (1986), p. 359-378.
9. Burstein, M., N. Tienhaara, P. Hewson and B. Warrander. *Canadian Work Values: Findings of a Work Ethic Survey and a Job Satisfaction Survey*. (Ottawa: Canada Manpower and Immigration, 1975), p. 29. This national study was based on a random sample of just over 1,000 employed adults (aged 15 and over).
10. Maynard, R. "How do you like your job?" *Globe and Mail Report on Business Magazine*, (November, 1987), p. 112-125.
11. Krahn and Lowe, op cit, p. 160.
12. Rinehart, J. "Contradictions of work-related attitudes and behaviour: an interpretation." *Canadian Review of Sociology and Anthropology*, 15 (1978), p. 1-15.
13. Burstein et al., op cit, p. 28.
14. The response categories in this study ranged from 'not at all true' to 'very true', and were interpreted as satisfaction scores by the researchers. See Burstein et al., op cit, p. 32.
15. See, for example, Blauner, R. *Alienation and Freedom: The Factory Worker and His Industry*. (Chicago: University of Chicago Press, 1964).
16. Sheppard, H.L. and N.Q. Herrick. *Where Have all the Robots Gone? Worker Dissatisfaction in the 1970s*. (New York: Free Press, 1972).
17. Caplan, R.D., S. Cobb, J.R.P. French, R. van Harrison and S.R. Pinneau. *Job Demands and Workers' Health: Main Effects and Occupational Differences*. (Ann Arbor: Survey Research Center, Institute for Social Research, University of Michigan, 1980).
18. Hamilton and Wright, op cit, p. 266.
19. Edwards, R.C. *Contested Terrain The Transformation of the Workplace in the Twentieth Century*. (New York: Basic Books, 1979).

**TABLE 21**

**Employed population 15 to 64 years of age by job autonomy then skill requirements then repetitious work, age group and sex, Canada, 1989**

Age group and sex	Total employed population		A lot of freedom to decide how to do your work							
			Disagree 1		Somewhat agree		Strongly agree		No opinion/ not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
<b>All age groups</b>										
Both sexes	12,468	100	2,113	17	3,409	27	6,783	54	163	1
Male	6,933	100	1,025	15	1,917	28	3,886	56	105	2
Female	5,535	100	1,088	20	1,492	27	2,897	52	58	1
<b>15 - 24</b>										
Both sexes	2,242	100	570	25	584	26	1,054	47	34	2
Male	1,151	100	282	24	290	25	561	49	—	—
Female	1,091	100	289	26	294	27	493	45	—	—
<b>25 - 34</b>										
Both sexes	3,711	100	661	18	1,006	27	2,014	54	30	1
Male	2,057	100	341	17	578	28	1,126	55	—	—
Female	1,654	100	320	19	428	26	889	54	—	—
<b>35 - 44</b>										
Both sexes	3,232	100	468	14	886	27	1,828	57	50	2
Male	1,805	100	234	13	493	27	1,045	58	34	2
Female	1,427	100	234	16	393	28	784	55	—	—
<b>45 - 54</b>										
Both sexes	2,089	100	289	14	555	27	1,221	58	—	—
Male	1,183	100	114	10	318	27	732	62	—	—
Female	906	100	176	19	237	26	489	54	—	—
<b>55 - 64</b>										
Both sexes	1,193	100	125	10	378	32	665	56	—	—
Male	736	100	56	8	238	32	422	57	—	—
Female	457	100	69	15	141	31	243	53	—	—

**TABLE 21**

**Employed population 15 to 64 years of age by job autonomy then skill requirements then repetitious work, age group and sex, Canada, 1989 — concluded**

Age group and sex	Job requires a high level of skill								Do the same things over and over							
	Disagree 1		Somewhat agree		Strongly agree		No opinion/ not stated		Disagree 1		Somewhat agree		Strongly agree		No opinion/ not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)																
<b>All age groups</b>																
Both sexes	2,943	24	3,617	29	5,707	46	200	2	4,635	37	3,721	30	3,940	32	172	1
Male	1,352	20	1,978	29	3,477	50	126	2	2,808	40	2,035	29	1,978	29	112	2
Female	1,591	29	1,639	30	2,230	40	74	1	1,827	33	1,686	30	1,962	35	60	1
<b>15 - 24</b>																
Both sexes	955	43	678	30	568	25	41	2	734	33	613	27	866	39	29	1
Male	458	40	336	29	331	29	26	2	422	37	317	28	392	34	—	—
Female	497	46	342	31	237	22	—	—	312	29	296	27	474	43	—	—
<b>25 - 34</b>																
Both sexes	798	22	1,145	31	1,730	47	38	1	1,460	39	1,118	30	1,098	30	35	1
Male	405	20	629	31	1,006	49	—	—	849	41	610	30	587	29	—	—
Female	393	24	516	31	724	44	—	—	611	37	508	31	511	31	—	—
<b>35 - 44</b>																
Both sexes	496	15	902	28	1,778	55	56	2	1,383	43	855	26	934	29	61	2
Male	232	13	468	26	1,066	59	40	2	840	47	466	26	461	26	38	2
Female	265	19	433	30	712	50	—	—	543	38	389	27	473	33	—	—
<b>45 - 54</b>																
Both sexes	465	22	499	24	1,086	52	39	2	699	33	683	33	685	33	—	—
Male	166	14	284	24	713	60	—	—	442	37	366	31	356	30	—	—
Female	299	33	215	24	373	41	—	—	257	28	317	35	329	36	—	—
<b>55 - 64</b>																
Both sexes	229	19	393	33	545	46	26	2	359	30	453	38	356	30	—	—
Male	91	12	260	35	362	49	—	—	255	35	276	37	182	25	—	—
Female	138	30	133	29	183	40	—	—	105	23	177	39	174	38	—	—

General Social Survey, 1989

<sup>1</sup> "Somewhat disagree" and "Strongly disagree" are combined in this category.

TABLE 22

**Employed population 15 to 64 years of age by job autonomy then skill requirements then repetitive work, industry and type of work, Canada, 1989**

TABLE 22

Employed population 15 to 64 years of age by job autonomy then skill requirements then repetitious work, industry and type of work, Canada, 1989 — concluded

Industry and type of work	Total employed population		Strongly agree <sup>1</sup>					
			Freedom to decide how to do work <sup>2</sup>		Requires high level of skill <sup>2</sup>		Do same things over and over <sup>2</sup>	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>Other consumer services</b>								
Total	1,337	100	716	54	419	31	543	41
Standard	813	100	481	59	324	40	333	41
Non-standard <sup>3</sup>	518	100	232	45	94	18	210	40
Not stated	—	—	—	—	—	—	—	—
<b>Not stated</b>								
Total	165	100	77	47	58	35	40	24
Standard	104	100	46	44	44	42	—	—
Non-standard <sup>3</sup>	48	100	—	—	—	—	—	—
Not stated	—	—	—	—	—	—	—	—

General Social Survey, 1989

<sup>1</sup> Includes individuals who strongly agreed with statements concerning decision making freedom at work, high level of skill required for job or repetitious work.

<sup>2</sup> Number and proportion do not add to totals as these are separate variables.

Only number and proportion of affirmative responses shown.

<sup>3</sup> Any of part-time, part-year or temporary work.

**TABLE 23**  
**Employed population 15 to 64 years of age by job autonomy then skill requirements then repetitive work, industry and occupation, Canada, 1989**

**TABLE 23**  
**Employed population 15 to 64 years of age by job autonomy then skill requirements then repetitious work, industry and occupation, Canada, 1989 — concluded**

Industry and occupation	Total employed population		Strongly agree					
			Freedom to decide how to do work <sup>1</sup>		Requires high level of skill <sup>1</sup>		Do same things over and over <sup>1</sup>	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>Public administration</b>								
Total	1,124	100	531	47	615	55	283	25
Managerial/professional	573	100	292	51	330	58	126	22
Clerical/sales/service	387	100	167	43	203	52	117	30
Blue collar	157	100	68	44	75	48	40	26
Not stated	—	—	—	—	—	—	—	—
<b>Retail trade</b>								
Total	1,628	100	893	55	465	29	623	38
Managerial/professional	416	100	264	63	158	38	123	30
Clerical/sales/service	953	100	487	51	165	17	406	43
Blue collar	258	100	143	55	140	54	92	36
Not stated	—	—	—	—	—	—	—	—
<b>Other consumer services</b>								
Total	1,337	100	716	54	419	31	543	41
Managerial/professional	288	100	193	67	168	58	73	25
Clerical/sales/service	965	100	474	49	223	23	449	46
Blue collar	84	100	50	60	29	34	—	—
Not stated	—	—	—	—	—	—	—	—
<b>Not stated</b>								
Total	165	100	77	47	58	35	40	24
Managerial/professional	48	100	34	71	25	53	—	—
Clerical/sales/service	—	—	—	—	—	—	—	—
Blue collar	25	100	—	—	—	—	—	—
Not stated	71	100	—	—	—	—	—	—

General Social Survey, 1989

<sup>1</sup> Number and proportion do not add to totals as these are separate variables.  
 Only number and proportion of affirmative responses shown.

**TABLE 24**

**Employed population 15 to 64 years of age by relationship between education and job then job overqualification, age group and sex, Canada, 1989**

Age group and sex	Total employed population		Job related to education							
			Closely		Somewhat		Not at all		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
<b>All age groups</b>										
Both sexes	12,468	100	4,357	35	2,562	21	5,464	44	85	1
Male	6,933	100	2,344	34	1,435	21	3,125	45	29	—
Female	5,535	100	2,013	36	1,127	20	2,339	42	56	1
<b>15 - 24</b>										
Both sexes	2,242	100	546	24	421	19	1,254	56	—	—
Male	1,151	100	265	23	220	19	661	57	—	—
Female	1,091	100	281	26	201	18	593	54	—	—
<b>25 - 34</b>										
Both sexes	3,711	100	1,364	37	830	22	1,498	40	—	—
Male	2,057	100	731	36	455	22	868	42	—	—
Female	1,654	100	632	38	375	23	630	38	—	—
<b>35 - 44</b>										
Both sexes	3,232	100	1,355	42	668	21	1,197	37	—	—
Male	1,805	100	697	39	391	22	714	40	—	—
Female	1,427	100	657	46	277	19	483	34	—	—
<b>45 - 54</b>										
Both sexes	2,089	100	726	35	387	19	950	45	26	1
Male	1,183	100	428	36	208	18	532	45	—	—
Female	906	100	298	33	179	20	418	46	—	—
<b>55 - 64</b>										
Both sexes	1,193	100	366	31	256	21	566	47	—	—
Male	736	100	222	30	160	22	351	48	—	—
Female	457	100	144	32	96	21	216	47	—	—

**TABLE 24**

**Employed population 15 to 64 years of age by relationship between education and job then job overqualification, age group and sex, Canada, 1989 — concluded**

Age group and sex	Feel overqualified for job					
	Yes		No		Not stated	
	No.	%	No.	%	No.	%
(Numbers in thousands)						
<b>All age groups</b>						
Both sexes	2,838	23	9,521	76	109	1
Male	1,480	21	5,402	78	51	1
Female	1,358	25	4,119	74	58	1
<b>15 - 24</b>						
Both sexes	778	35	1,447	65	—	—
Male	401	35	741	64	—	—
Female	376	34	706	65	—	—
<b>25 - 34</b>						
Both sexes	877	24	2,796	75	38	1
Male	450	22	1,597	78	—	—
Female	427	26	1,199	72	28	2
<b>35 - 44</b>						
Both sexes	625	19	2,589	80	—	—
Male	319	18	1,478	82	—	—
Female	306	21	1,111	78	—	—
<b>45 - 54</b>						
Both sexes	365	17	1,701	81	—	—
Male	185	16	986	83	—	—
Female	181	20	715	79	—	—
<b>55 - 64</b>						
Both sexes	193	16	988	83	—	—
Male	125	17	600	82	—	—
Female	68	15	388	85	—	—

General Social Survey, 1989

**TABLE 25**

**Employed population 15 to 64 years of age by relationship between education and job then job overqualification, industry and type of work, Canada, 1989**

Industry and type of work	Total employed population		Job not at all related to education <sup>1</sup>		Feel overqualified for job <sup>1</sup>	
	No.	%	No.	%	No.	%
(Numbers in thousands)						
<b>All industries</b>						
Total	12,468	100	5,464	44	2,838	23
Standard	9,598	100	3,863	40	1,974	21
Non-standard <sup>2</sup>	2,794	100	1,562	56	848	30
Not stated	76	100	39	51	—	—
<b>Agriculture</b>						
Total	278	100	133	48	26	9
Standard	223	100	104	47	—	—
Non-standard <sup>2</sup>	49	100	28	57	—	—
Not stated	—	—	—	—	—	—
<b>Natural resource-based</b>						
Total	818	100	457	56	157	19
Standard	682	100	361	53	140	21
Non-standard <sup>2</sup>	130	100	90	69	—	—
Not stated	—	—	—	—	—	—
<b>Manufacturing</b>						
Total	1,779	100	969	54	386	22
Standard	1,584	100	835	53	327	21
Non-standard <sup>2</sup>	185	100	128	69	59	32
Not stated	—	—	—	—	—	—
<b>Construction</b>						
Total	626	100	282	45	124	20
Standard	464	100	187	40	85	18
Non-standard <sup>2</sup>	159	100	95	60	39	24
Not stated	—	—	—	—	—	—
<b>Distributive services</b>						
Total	1,326	100	657	50	352	27
Standard	1,121	100	517	46	272	24
Non-standard <sup>2</sup>	194	100	129	67	71	37
Not stated	—	—	—	—	—	—
<b>Business services</b>						
Total	1,337	100	369	28	288	22
Standard	1,155	100	277	24	221	19
Non-standard <sup>2</sup>	177	100	89	51	63	36
Not stated	—	—	—	—	—	—
<b>Education, health &amp; welfare</b>						
Total	2,050	100	415	20	329	16
Standard	1,446	100	269	19	218	15
Non-standard <sup>2</sup>	597	100	145	24	112	19
Not stated	—	—	—	—	—	—
<b>Public administration</b>						
Total	1,124	100	327	29	263	23
Standard	962	100	265	28	224	23
Non-standard <sup>2</sup>	161	100	61	38	38	24
Not stated	—	—	—	—	—	—
<b>Retail trade</b>						
Total	1,628	100	894	55	450	28
Standard	1,044	100	529	51	222	21
Non-standard <sup>2</sup>	575	100	363	63	227	40
Not stated	—	—	—	—	—	—

**TABLE 25**

**Employed population 15 to 64 years of age by relationship between education and job then job overqualification, industry and type of work, Canada, 1989 — concluded**

Industry and type of work	Total employed population		Job not at all related to education <sup>1</sup>		Feel overqualified for job <sup>1</sup>	
	No.	%	No.	%	No.	%
	(Numbers in thousands)					
<b>Other consumer services</b>						
Total	1,337	100	869	65	444	33
Standard	813	100	467	57	239	29
Non-standard <sup>2</sup>	518	100	396	76	205	40
Not stated	—	—	—	—	—	—
<b>Not stated</b>						
Total	165	100	93	56	—	—
Standard	104	100	52	50	—	—
Non-standard <sup>2</sup>	48	100	38	79	—	—
Not stated	—	—	—	—	—	—

General Social Survey, 1989

1 Number and proportion do not add to totals as these are separate variables.

Only number and proportion of affirmative responses shown.

2 Any of part-time, part-year or temporary work.

**TABLE 26**  
**Employed population 15 to 64 years of age by relationship between education and job then job overqualification, industry and educational attainment, Canada, 1989**

Industry and educational attainment	Total employed population		Job not at all related to education <sup>1</sup>		Feel overqualified for job <sup>1</sup>	
	No.	%	No.	%	No.	%
(Numbers in thousands)						
<b>All industries</b>						
Total	12,468	100	5,464	44	2,838	23
University degree	2,238	100	344	15	498	22
Postsecondary diploma	2,924	100	706	24	661	23
High school diploma	3,782	100	1,834	48	1,029	27
Less than high school	3,524	100	2,580	73	650	18
Not stated	—	—	—	—	—	—
<b>Agriculture</b>						
Total	278	100	133	48	26	9
University degree	—	—	—	—	—	—
Postsecondary diploma	51	100	—	—	—	—
High school diploma	84	100	38	45	—	—
Less than high school	122	100	76	62	—	—
Not stated	—	—	—	—	—	—
<b>Natural resource-based</b>						
Total	818	100	457	56	157	19
University degree	81	100	—	—	—	—
Postsecondary diploma	212	100	70	33	53	25
High school diploma	226	100	126	55	55	24
Less than high school	298	100	246	83	31	10
Not stated	—	—	—	—	—	—
<b>Manufacturing</b>						
Total	1,779	100	969	54	386	22
University degree	198	100	44	22	72	37
Postsecondary diploma	395	100	116	29	91	23
High school diploma	559	100	278	50	133	24
Less than high school	627	100	531	85	90	14
Not stated	—	—	—	—	—	—
<b>Construction</b>						
Total	626	100	282	45	124	20
University degree	29	100	—	—	—	—
Postsecondary diploma	194	100	39	20	—	—
High school diploma	163	100	79	49	46	28
Less than high school	241	100	158	66	45	19
Not stated	—	—	—	—	—	—
<b>Distributive services</b>						
Total	1,326	100	657	50	352	27
University degree	156	100	52	33	52	33
Postsecondary diploma	330	100	103	31	89	27
High school diploma	435	100	228	52	134	31
Less than high school	406	100	274	67	76	19
Not stated	—	—	—	—	—	—
<b>Business services</b>						
Total	1,337	100	369	28	288	22
University degree	370	100	46	12	72	19
Postsecondary diploma	362	100	65	18	78	21
High school diploma	477	100	171	36	103	21
Less than high school	128	100	86	67	36	28
Not stated	—	—	—	—	—	—

**TABLE 26**

**Employed population 15 to 64 years of age by relationship between education and job then job overqualification, industry and educational attainment, Canada, 1989 — concluded**

Industry and educational attainment	Total employed population		Job not at all related to education <sup>1</sup>		Feel overqualified for job <sup>1</sup>	
	No.	%	No.	%	No.	%
	(Numbers in thousands)					
<b>Education, health &amp; welfare</b>						
Total	2,050	100	415	20	329	16
University degree	826	100	44	5	102	12
Postsecondary diploma	544	100	47	9	89	16
High school diploma	368	100	134	37	102	28
Less than high school	312	100	188	60	35	11
Not stated	—	—	—	—	—	—
<b>Public administration</b>						
Total	1,124	100	327	29	263	23
University degree	345	100	48	14	87	25
Postsecondary diploma	269	100	46	17	75	28
High school diploma	318	100	114	36	62	19
Less than high school	192	100	118	62	39	20
Not stated	—	—	—	—	—	—
<b>Retail trade</b>						
Total	1,628	100	894	55	450	28
University degree	106	100	54	51	44	41
Postsecondary diploma	306	100	121	40	85	28
High school diploma	647	100	347	54	184	28
Less than high school	568	100	371	65	137	24
Not stated	—	—	—	—	—	—
<b>Other consumer services</b>						
Total	1,337	100	869	65	444	33
University degree	85	100	25	30	33	39
Postsecondary diploma	221	100	66	30	65	29
High school diploma	443	100	286	65	188	42
Less than high school	588	100	490	83	158	27
Not stated	—	—	—	—	—	—
<b>Not stated</b>						
Total	165	100	93	56	—	—
University degree	—	—	—	—	—	—
Postsecondary diploma	40	100	—	—	—	—
High school diploma	60	100	32	53	—	—
Less than high school	42	100	41	96	—	—
Not stated	—	—	—	—	—	—

General Social Survey, 1989

<sup>1</sup> Number and proportion do not add to totals as these are separate variables.  
Only number and proportion of affirmative responses shown.

**TABLE 27**

**Employed population 15 to 64 years of age by job satisfaction then pay evaluation, age group and sex, Canada, 1989**

Age group and sex	Total employed population		Job satisfaction							
			Dissatisfied		Somewhat satisfied		Very satisfied		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)										
<b>All age groups</b>										
Both sexes	12,468	100	1,362	11	4,013	32	7,005	56	88	1
Male	6,933	100	722	10	2,185	32	3,970	57	56	1
Female	5,535	100	640	12	1,828	33	3,035	55	32	1
<b>15 - 24</b>										
Both sexes	2,242	100	349	16	808	36	1,070	48	—	—
Male	1,151	100	184	16	405	35	554	48	—	—
Female	1,091	100	165	15	403	37	515	47	—	—
<b>25 - 34</b>										
Both sexes	3,711	100	500	13	1,296	35	1,898	51	—	—
Male	2,057	100	288	14	714	35	1,043	51	—	—
Female	1,654	100	212	13	581	35	855	52	—	—
<b>35 - 44</b>										
Both sexes	3,232	100	304	9	1,031	32	1,870	58	27	1
Male	1,805	100	147	8	576	32	1,060	59	—	—
Female	1,427	100	157	11	456	32	810	57	—	—
<b>45 - 54</b>										
Both sexes	2,089	100	151	7	572	27	1,344	64	—	—
Male	1,183	100	75	6	305	26	795	67	—	—
Female	906	100	76	8	267	29	549	61	—	—
<b>55 - 64</b>										
Both sexes	1,193	100	58	5	306	26	822	69	—	—
Male	736	100	29	4	185	25	517	70	—	—
Female	457	100	29	6	121	27	306	67	—	—

**TABLE 27**

**Employed population 15 to 64 years of age by job satisfaction then pay evaluation, age group and sex, Canada, 1989 — concluded**

Age group and sex	The pay is good							
	Disagree		Somewhat agree		Strongly agree		Not stated	
	No.	%	No.	%	No.	%	No.	%
(Numbers in thousands)								
<b>All age groups</b>								
Both sexes	2,645	21	5,401	43	4,209	34	212	2
Male	1,195	17	3,032	44	2,572	37	134	2
Female	1,451	26	2,370	43	1,637	30	77	1
<b>15 - 24</b>								
Both sexes	563	25	1,026	46	606	27	46	2
Male	243	21	523	45	352	31	33	3
Female	320	29	503	46	255	23	—	—
<b>25 - 34</b>								
Both sexes	776	21	1,656	45	1,243	34	36	1
Male	395	19	912	44	733	36	—	—
Female	381	23	744	45	511	31	—	—
<b>35 - 44</b>								
Both sexes	666	21	1,351	42	1,164	36	51	2
Male	285	16	775	43	716	40	30	2
Female	381	27	576	40	447	31	—	—
<b>45 - 54</b>								
Both sexes	388	19	863	41	779	37	60	3
Male	161	14	478	40	505	43	39	3
Female	226	25	385	42	274	30	—	—
<b>55 - 64</b>								
Both sexes	252	21	506	42	417	35	—	—
Male	110	15	345	47	267	36	—	—
Female	143	31	161	35	150	33	—	—

General Social Survey, 1989

**TABLE 28**  
**Employed population 15 to 64 years of age by job satisfaction then pay evaluation, industry and type of work, Canada, 1989**

Industry and type of work	Total employed population		Very satisfied with job <sup>1</sup>		Strongly agree the pay is good <sup>1</sup>	
	No.	%	No.	%	No.	%
(Numbers in thousands)						
<b>All industries</b>						
Total	12,468	100	7,005	56	4,209	34
Standard	9,598	100	5,519	57	3,510	37
Non-standard <sup>2</sup>	2,794	100	1,456	52	683	24
Not stated	76	100	30	39	—	—
<b>Agriculture</b>						
Total	278	100	170	61	36	13
Standard	223	100	144	64	29	13
Non-standard <sup>2</sup>	49	100	26	53	—	—
Not stated	—	—	—	—	—	—
<b>Natural resource-based</b>						
Total	818	100	484	59	389	48
Standard	682	100	419	62	342	50
Non-standard <sup>2</sup>	130	100	61	47	44	34
Not stated	—	—	—	—	—	—
<b>Manufacturing</b>						
Total	1,779	100	858	48	584	33
Standard	1,584	100	749	47	528	33
Non-standard <sup>2</sup>	185	100	105	57	57	31
Not stated	—	—	—	—	—	—
<b>Construction</b>						
Total	626	100	366	58	233	37
Standard	464	100	283	61	185	40
Non-standard <sup>2</sup>	159	100	80	51	46	29
Not stated	—	—	—	—	—	—
<b>Distributive services</b>						
Total	1,326	100	728	55	537	40
Standard	1,121	100	633	56	489	44
Non-standard <sup>2</sup>	194	100	89	46	47	24
Not stated	—	—	—	—	—	—
<b>Business services</b>						
Total	1,337	100	807	60	496	37
Standard	1,155	100	704	61	454	39
Non-standard <sup>2</sup>	177	100	101	57	42	24
Not stated	—	—	—	—	—	—
<b>Education, health &amp; welfare</b>						
Total	2,050	100	1,294	63	692	34
Standard	1,446	100	921	64	520	36
Non-standard <sup>2</sup>	597	100	372	62	170	28
Not stated	—	—	—	—	—	—
<b>Public administration</b>						
Total	1,124	100	653	58	426	38
Standard	962	100	567	59	389	40
Non-standard <sup>2</sup>	161	100	86	53	36	23
Not stated	—	—	—	—	—	—
<b>Retail trade</b>						
Total	1,628	100	846	52	466	29
Standard	1,044	100	579	55	329	31
Non-standard <sup>2</sup>	575	100	267	46	138	24
Not stated	—	—	—	—	—	—

**TABLE 28**

**Employed population 15 to 64 years of age by job satisfaction then pay evaluation, industry and type of work, Canada, 1989 — concluded**

Industry and type of work	Total employed population		Very satisfied with job <sup>1</sup>		Strongly agree the pay is good <sup>1</sup>	
	No.	%	No.	%	No.	%
	(Numbers in thousands)					
<b>Other consumer services</b>						
Total	1,337	100	714	53	299	22
Standard	813	100	463	57	213	26
Non-standard <sup>2</sup>	518	100	248	48	85	16
Not stated	—	—	—	—	—	—
<b>Not stated</b>						
Total	165	100	86	52	51	31
Standard	104	100	57	55	33	32
Non-standard <sup>2</sup>	48	100	—	—	—	—
Not stated	—	—	—	—	—	—

General Social Survey, 1989

1 Number and proportion do not add to totals as these are separate variables.

Only number and proportion of affirmative responses shown.

2 Any of part-time, part-year or temporary work.



## **CHAPTER 6**

### **CONCLUSIONS AND IMPLICATIONS**



## CONCLUSIONS AND IMPLICATIONS

Today, the majority of employed Canadians work in the service industries. Some observers see the growing dominance of the service sector as a positive trend, pointing to the emergence of high status, highly skilled and rewarding new jobs. Others, focusing on the growth of low-skill, low-pay, part-time jobs, have been less impressed. Both positive and negative generalizations about the quality of work in the service economy have some basis in fact. Unfortunately, this debate has been seriously handicapped by a shortage of recent, reliable, and complete data on the extrinsic and intrinsic work rewards received by Canadian workers.

The wide range of questions in the 1989 GSS about employment relationships and work rewards allows a much more systematic and considered assessment of this issue. This report has addressed the questions by comparing the quality of work across 10 industrial sectors, grouped more broadly into goods-producing and upper- and lower-tier services. In addition, the nature of employment relationship has been taken into account by distinguishing between standard and non-standard jobs. Part-time work and other alternatives to the traditional full-time, full-year, permanent job have become more common. Some critics have argued that this trend represents a significant move towards more precarious and less rewarding employment for many Canadians. But, again, this conclusion has been based on a limited amount of data.

Several sets of basic research questions guided the data analyses presented in this report. The first set enquired about *the proportion of Canadians employed in different industrial categories, about occupational, work organization size, and union membership patterns that might overlap with industry employment distributions, and about age and sex patterns of employment.*

Like other recent national surveys, the 1989 GSS reveals that over 70% of employed Canadians have jobs in the service industries. About one in three of these service workers are employed in the lower-tier services. Alternatively, two-thirds are working in the upper-tier services where jobs tend to be more rewarding, reminding us of the dangers of overgeneralizing about *bad jobs in the service sector*. Nevertheless, nearly one in four (almost three million) Canadian workers are employed in retail trade and other consumer services.

Not all of these individuals are in *bad jobs*, but then, not all of the jobs in the upper-tier services and goods-producing sector are *good jobs*. However, on average,

it is clear that Canadians employed in the lower-tier services receive fewer intrinsic and extrinsic work rewards. Thus, while overgeneralizations about job ghettos in the service sector must be questioned, it is also important to recognize that almost one-quarter of employed Canadians are working in industries where high quality jobs may be the exception, rather than the norm.

There are really only two ways in which the proportion of Canadians in poor jobs might be reduced: the number of such jobs could decline, or some of these jobs might be improved. The latter possibility is discussed below, but the question about possible industrial shifts also warrants a brief comment. A continuing pattern of growth in some industries and decline in others might lead to increased demand for workers in upper-tier services and a corresponding relative decline in lower-tier. However, despite some optimistic projections of a growing need for managerial and administrative occupations up to the end of the century,<sup>1</sup> it is by no means clear that lower-tier services will decline in relative or absolute size.<sup>2-3</sup> As a society, Canadians have become accustomed to cheaply-priced and convenient services, the most obvious being fast-food restaurants and round-the-clock shopping. It is unlikely that we will be willing to give up these services. Hence, the demand for workers in lower-tier service industries will probably remain high.

Returning to the first set of research questions, the GSS results clearly show that clerical, sales and service occupations are more common in lower-tier service industries. Workers in these sectors are much more likely to be employed in small work organizations, and labour unions are largely absent from these industries. Thus, the fewer extrinsic work rewards available to workers in the lower-tier services can be traced, in part, to the prevalence of small firms (which may not be able to provide as many benefits to employees), and to the failure or inability of unions to organize workers in these industries. Although the labour relations climate in Canada has been somewhat more receptive to unions, compared with the United States, Canadian unions have encountered hard times over the past decade.<sup>4</sup> It may well be that one solution to the labour movement's current problems lies in greater efforts to organize the lower-tier service industries. Such efforts could, in time, result in higher pay, more benefits, greater job security, and better working conditions for workers in retail trade and other consumer services.

The data analyses in this report have consistently shown that women and youth are much more likely to work

in less rewarding jobs in the lower-tier services. Calls for the removal of barriers, which keep women out of better jobs are becoming commonplace, but must be repeated. It is evident that the higher incidence of poverty among working women (compared with employed men) in Canada is due to their over-representation in lower-paying and otherwise less rewarding jobs.<sup>5</sup>

As for young workers, many are still students, working part-time as they complete their education. For these workers, less rewarding jobs may not be very problematic. Students can view these jobs as temporary, to be replaced (following graduation) by better jobs in upper-tier services and goods-producing sector. However, there is also some evidence that many young people who have left school completely (including some with higher education credentials) have trouble moving out of the *student labour market* in the lower-tier services into more rewarding jobs in other sectors.<sup>6-7</sup> To some extent, such career blockages may be a result of an unusually large baby-boom cohort moving through the education system and into a labour market with an insufficient number of *good jobs*.<sup>8</sup> These career barriers may also be the result of "downsizing" in both the private and public sectors, and the resulting decline in entry level positions for young, better-educated workers. Whatever the reason, it is clear that some young workers are employed in lower-tier services, not by choice, but because better employment opportunities are not available.

The second set of research questions was motivated by observations that non-standard jobs have become more common as employers have sought ways to remain competitive in a rapidly changing national and international economy. Prior to completion of the 1989 GSS, Canadian data relevant to this issue have been limited and scattered. Thus, these analyses provide a much clearer answer to questions about *the extent of various forms of non-standard work in Canada, and about the industries in which alternatives to the traditional full-time, year-round, permanent paid jobs are most common*.

Considering own-account self-employment, multiple-job holding, part-time, part-year and temporary work, the 1989 GSS reveals that over 30% of employed Canadians are in non-standard jobs. If a more restricted definition including only part-time, part-year and temporary jobs is used, then 2.8 million (22%) workers are in non-standard jobs. The majority are part-time workers, but part-time jobs are also often seasonal and/or temporary jobs.

A cross-sectional survey, such as the GSS, cannot inform us about trends over time, but other data sources suggest that there has been an increase in non-standard work over the past decade in Canada. This trend clearly needs to be monitored. While such employment relationships may be advantageous to employers desiring greater labour force flexibility,<sup>9</sup> they frequently represent a precarious work situation for employees.<sup>10</sup> For many working Canadians, non-standard jobs mean a lower than average income and an insecure standard of living. No doubt some workers prefer such jobs for a variety of different reasons. But whatever the motivations of non-standard workers, questions about the quality of non-standard jobs are still legitimate and important.

Many of the more negative assessments of work in the service economy have alluded to the growth of part-time and other non-standard jobs in lower-tier services. These GSS results validate such generalizations, but also remind us that non-standard jobs, particularly seasonal and temporary jobs, have long been common in the blue-collar, natural resource-based and construction industries. In addition, part-time and temporary work have also been increasing in the upper-tier non-market services. In short, non-standard jobs can take a variety of forms and are concentrated in, but not restricted to, lower-tier services. As a consequence, the employment insecurity associated with many non-standard jobs is more common in retail trade and other consumer services, but can also be observed in the public sector and parts of the goods-producing sector.

The third set of research questions asked about *variation across industries, and between standard and non-standard jobs, in the distribution of extrinsic work rewards*. Information on pay differences across industries, and between part-time and full-time workers, has long been available, but more detailed data on variations in extrinsic work rewards has not. Consequently, the analyses in Chapter 4 add a great deal to our understanding of the quality of work in a service-dominated economy.

Generalizations about *low pay in the service sector* are obviously too broad, but more specific conclusions about well-paid jobs in upper-tier services and much lower pay in the lower-tier, especially in non-standard jobs, are clearly substantiated. In addition, the GSS reveals that the ratio of clerical, sales and service incomes to managerial and professional incomes is lower in retail trade and other consumer services. In other words, there is a greater income inequality across occupational groups within the lower-tier services.

Furthermore, lower-tier service workers must remain in their jobs for a longer time before seniority translates into higher income. Given that women are over-represented in the lower-tier services and in non-standard jobs within them, the nature of the relationship between gender and labour market poverty can begin to be seen more clearly. Continued cutbacks in the upper-tier services, particularly in the unionized public sector, where women have had somewhat better employment opportunities in the past few decades, could lead to a worsening of Canadian women's employment situation.<sup>11</sup>

The distribution of fringe benefits (medical, dental and pension plans, and paid maternity leave) accents income differences across industries. Upper-tier service workers, and people employed in some of the goods-producing industries, are more likely than others to receive these types of benefits. Alternatively, Canadians employed in retail trade and other consumer services, particularly those in non-standard jobs, are less likely to enjoy such benefits.

This polarization of benefits will have an even greater impact on the quality of life of Canadians in the future. As the *baby boomers* in the work force move closer to retirement age, more workers will have an immediate need for additional health care coverage and adequate pensions. Again, because larger proportions of women than of men are working in lower-tier services, women will be most likely to be negatively affected. Obviously, any successful attempts to aid female entry into better jobs would have an impact on this future scenario. In addition, successful union organizing efforts in lower-tier services would, no doubt, be followed by collective bargaining for more employment benefits. Finally, legislation regarding minimum wages, pensions, and termination benefits, for example, would make some of the upper-tier service benefits available to a wider range of Canadian workers.<sup>12</sup>

Pay and benefits are the most important extrinsic work rewards since they directly affect one's standard of living. But job security and career opportunities are also relevant, since they index chances to maintain or improve one's standard of living. The 1989 GSS reveals that lower-tier service workers are not that far below average in their self-assessment of career and promotion opportunities. However, it is very clear that non-standard workers have fewer opportunities for career development and advancement, in both the lower- and upper-tier services.

If the proportion of non-standard workers continues to increase in upper-tier services, there may be less internal

(to the work organization) career mobility. The implications for women and younger workers, who currently hold a disproportionate share of non-standard jobs, are obvious. In addition, employers relying heavily on non-standard workers may discover that their continuing need for committed and competent employees in middle- and upper-level positions cannot be adequately met. A well-developed *internal labour market*, which allows employees to make a career within the organization, requires a range of entry-level positions. Replacing such positions with non-standard jobs may ultimately have a net negative impact on the organization.

In 1989, fears of job loss were not that widespread in Canada. Nevertheless, concerns about job loss were much higher among certain kinds of non-standard workers, specifically, as one would expect, among temporary and part-year workers. The highest level of concern was found among non-standard workers in the construction industry. Again, it is apparent that job insecurity has long been part of the employment situation of Canadians working in some of the traditional blue-collar sectors. However, non-standard workers in parts of the public sector also reported higher than average fears of job loss. A greater reliance on non-standard workers in order to reduce government expenditures has obviously generated a new set of work stresses for some public sector employees.

Since 1989, Canada has entered another recession.<sup>13</sup> Hence, fears of job loss have probably increased, in both the services and goods-producing sectors. The recession of the early 1980s led to substantial industrial restructuring, and to an increase in the use of non-standard workers in a number of sectors. Employer responses to the 1990 recession are, as yet unclear, but greater reliance on non-standard workers will, no doubt, be among them.

The last set of research questions addressed in this report focused on *variations in intrinsic (or subjective) work rewards across industries, and between standard and non-standard workers*. Upper-tier service workers typically evaluated their jobs most positively in this respect. Workers in the goods-producing sector were more likely to report repetitious work and limited job autonomy, and that they were overqualified for their job, reflecting a pattern observed in many previous studies.

As for lower-tier service workers, generalizations about less rewarding work in this sector were generally supported. These workers, especially non-standard

workers, typically reported low-skill requirements and a greater mismatch between their education and their job, and were least satisfied with their pay. Thus, in many respects, the distribution of intrinsic work rewards among Canadian workers parallels that of extrinsic rewards. It follows that women also receive fewer intrinsic work rewards than do men.

Despite the expansion of lower-tier services and the increase in non-standard jobs, the 1989 GSS does not show a decline over the past decade and a half in the absolute level of job satisfaction reported by Canadian workers. How does one account for this, alongside evidence of a substantial minority of workers in jobs offering few intrinsic and extrinsic work rewards? The explanation lies in a more considered assessment of the meaning of *job satisfaction*, which is a relative term. People report satisfaction, whether it be with their family, their community, or their job, relative to options they consider to be within reach. They might prefer to live elsewhere, if they could, and they might also prefer a better job. But given their experience and credentials, and the available jobs they see around them, most workers will state that they are satisfied with their job, even if work rewards are limited.<sup>14</sup> It is only when one inquires further about specific work rewards, that more negative job evaluations are provided.

It is noteworthy that a significant minority of Canadian workers state that their job requires limited skills, that it is unrelated to their education, and that they are overqualified for their job. Some of these individuals are students working in part-time positions outside of their area of training until they graduate. Others have no higher educational credentials. However, a substantial number of these overqualified workers with underutilized skills are well-educated and would prefer more challenging work, if they could find it.

This underutilization of human resources is seldom recognized in current discussions of the fit between Canadian workers' skills and future labour market requirements. For example, a recent policy paper stated that: "...the economy and the labour force appear to be developing along divergent paths, creating a potential gap between the flexibility and skills of workers, and the skills our economy will demand".<sup>15</sup> It may well be that the current match between skill levels and job requirements is not particularly good. However, the tone of recent policy papers suggests that, in general, Canadians are underqualified and incapable of participating successfully in a high-technology, global economy. Such conclusions ignore the fact that many Canadians are currently employed in jobs that do not

utilize their skills and for which they are overqualified. Furthermore, these jobs are not likely to disappear even if the demand for highly-skilled workers increases.

This last observation brings us to a final comment about future employment patterns in Canada's service economy. Until recently, the expansion of lower-tier services (and of non-standard jobs) was fuelled, in part, by a growing supply of young workers as the baby-boom generation moved through the education system. In addition, part-time work by students increased dramatically over the past two decades.<sup>16</sup> However, this source of cheap and willing labour has begun to shrink rapidly. The 15 to 24 age group is expected to make up 17% of the labour force in the year 2000, down from 26% in 1971. Only about 180,000 people will enter the labour force annually during the 1990s, compared with 300,000 annually in the 1970s.<sup>17</sup>

Who will fill the vacant jobs in retail sales and other consumer services? Some futurists have pointed optimistically to the growing number of retirees, seeking ways of filling time. However, it is unlikely that many will wish to trade their leisure time for part-time, low-skill, low-paying jobs. Many women have worked, and continue to work, in these types of jobs alongside young students. But since the majority of women are already in the paid labour force, and given their growing demands for access to better jobs, it is unlikely that women will fill the labour market gap created by the shrinking youth cohort.<sup>18</sup>

The most obvious candidates are the growing number of immigrants being allowed into Canada as legislators recognize the implications of the steady aging of the Canadian population.<sup>19</sup> As Canada moves toward the year 2000, its population will become much more racially and ethnically diverse. The degree to which *good jobs and bad jobs* come to be distributed between immigrants and the native-born, and along racial and ethnic lines, is a trend to be monitored.

It will also be important to track the growth of non-standard employment in different industries, the expansion of career opportunities for women in upper-tier services, and the labour market entry experiences of the next (smaller) cohort of young workers. This study has only begun to examine the extrinsic and intrinsic work rewards received by workers in different parts of the labour market. Little is still known about specific career patterns, particularly for Canadians working in non-standard jobs. Additional research on the distribution of fringe benefits is needed. More detailed analysis of the subjective experiences of work

in the service economy would be very useful. In short, there are still many unanswered research questions.

## NOTES

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## **APPENDIX I**

### **SAMPLE DESIGN AND ESTIMATION PROCEDURES**



## APPENDIX I: SAMPLE AND ESTIMATION PROCEDURES

### POPULATION

The target population of the 1989 General Social Survey includes all persons aged 15 and over living in Canada, with the following exceptions:

1. full-time residents of institutions;
2. residents of the Yukon and Northwest Territories.

Since random digit dialling techniques were used to select households, households (thus persons living in households) that did not have telephones at the time of the survey were excluded from the surveyed population. These households account for less than 2% of the total population.

The survey estimates have been adjusted (weighted) to represent the entire target population, including persons without telephones and other exclusions.

### SAMPLE DESIGN AND SELECTION METHODS

The 1989 General Social Survey employed two different Random Digit Dialling (RDD) sampling techniques. For Newfoundland, Nova Scotia, Ontario and Alberta, the Elimination of Non-working Banks method was used while, for the remaining provinces, the Waksberg method was used.<sup>1</sup> Both of these methods are described below.

Note that a "bank" of telephone numbers is a group of 100 possible numbers that share the same three-digit area code, three-digit prefix and first two digits of the final part of the telephone number.

#### Elimination of non-working banks RDD design

The General Social Survey used the Elimination of Non-working Banks (ENWB) design to sample in Newfoundland, Nova Scotia, Ontario and Alberta.

ENWB is a form of Random Digit Dialling in which an attempt is made to identify all "working banks" for an area, i.e. to identify all banks with at least one household. Working banks were identified using telephone company lists and all possible 10-digit telephone numbers were generated for these banks. A systematic sample of telephone numbers was then generated for each stratum and an

attempt was made to conduct a GSS interview with one randomly selected person from each household reached.

#### Waksberg RDD design

The General Social Survey used the Waksberg Random Digit Dialling (RDD) design to sample in Prince Edward Island, New Brunswick, Quebec, Manitoba, Saskatchewan and British Columbia.

The Waksberg method employs a two-stage design which increases the likelihood of contacting households over a "pure" RDD design. The following describes the procedure used for the General Social Survey in the above provinces.

For each stratum within each of these provinces, an up-to-date list of all telephone area code and prefix number combinations was obtained. Within each identified area code-prefix combination, all possible combinations of the next two digits were added to form the 100 possible banks. These banks formed the first stage sampling units (i.e. the Primary Sampling Units - PSUs).

Within each stratum, random selections were made of these banks and then the final two digits were generated at random. This number (called a "Primary" number) was called to determine whether or not it reached a household. If it did not reach a household (i.e. the number was not in service or was a business, institution, etc.), the number was dropped from further consideration. If it did reach a household, additional numbers referred to as "Secondary" numbers were generated within the same bank (i.e. numbers with the same first eight digits as the "Primary" number). These numbers were also called to determine whether or not they reached a household. Secondary numbers were generated on a continuing basis until:

- (a) five additional households were reached in each retained bank; or
- (b) the bank was exhausted (i.e. all 100 numbers in the bank were used; or
- (c) the data collection was ended.

An attempt was made to conduct an interview with a randomly selected respondent in all "Primary" and "Secondary" households reached.

#### Stratification

In order to carry out sampling, each of the ten provinces with the exception of Prince Edward Island were divided

into strata or geographic areas. Generally, each province had two strata, one stratum representing Census Metropolitan Areas (CMAs) of the province and the other, the non-CMA areas. Ontario and Saskatchewan were sampled from two regional offices. As a result, more strata were included in the sample design for these areas.

The area code and prefix combinations that corresponded to the strata were determined and used to select the appropriate samples in each stratum. Since area code-prefix boundaries did not always correspond exactly to the intended stratum boundaries, small biases may have been introduced at this stage.

A target sample size of approximately 12,000 households was chosen as being large enough to allow extensive analysis at the national level and limited analysis at a provincial level. It was allocated to provinces in proportion to the square root of their populations and to the strata within provinces in proportion to their populations.

## WEIGHTING AND ESTIMATION

For both the Waksberg design and the Elimination of Non-working Banks design, each household within a stratum has an equal probability of selection. For the Waksberg households, the initial weight is set to a constant (1.0) for all records. For ENWB households the initial weight is equal to the total number of telephone numbers in the stratum divided by the number of sampled telephone numbers in the stratum.

The initial weight is adjusted for non-response, for the number of telephone numbers a household has, and the

number of persons living in the household who are 15 years of age or over. The second adjustment corrects for the higher probability of households with more than one telephone number being sampled and the third adjustment converts the household weight into a "person weight".

Subsequently, these "person weights" were adjusted within strata so that the estimated population sizes for the strata would agree with census projections of the population. In the final stages of sampling, the weights were adjusted for over- or under-sampling within province-sex-age groups, again using census projections for the target population. The age groups for this adjustment were:

15-19	20-24	25-29	30-34	35-39	40-44
45-49	50-54	55-59	60-64	65-69	70+

## Estimation

The estimate of the number of persons in the population having a given set of characteristics is determined by summing the weights of all sampled persons with that set of characteristics. The estimates of persons presented in the tables are rounded to the nearest thousand, which not only improves readability but also provides data at an appropriate level of precision.

## NOTES

1. Waksberg, J. "Sampling Methods for Random Digit Dialling." *Journal of the American Statistical Association*, 73 (1980), p. 40-46.

## **APPENDIX II**

### **CYCLE FOUR QUESTIONNAIRES**

The GSS 4-1 was completed for each telephone number selected in the sample. It lists all household members, collecting basic demographic information, specifically age, sex, marital status and relation to reference person. A respondent, 15 years of age or older was then randomly selected and a GSS 4-2 was completed for this person.

The GSS 4-2 questionnaire collected the following types of information from persons aged 15 and over living in the 10 provinces: the respondent's education background, both completed education and future plans; the respondent's work history, before and after their education and in 1984 and 1988; the respondent's opinions on science and technology and its affect on themselves.





Statistics Canada   Statistique Canada

## General Social Survey Selection Control Form

GSS 4-1

Confidential when completed

1: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	2: <input type="text"/>
3: <input type="text"/>	4: <input type="text"/>	5: <input type="text"/> <input type="text"/> <input type="text"/>
TELEPHONE NUMBER LABEL		

### RECORD OF CALLS

10	11 Date		12 Start		13 Finish		14 Result	15 Interviewer's Name	16 Comments
	Day	Month	Hour	Min.	Hour	Min.			
01									
02									
03									
04									
05									
06									
07									
08									
09									
10									
11									
12									
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14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									

#### 17. Call Coverage by Time of Day and Day of Week

Time Period	Mon.	Tues.	Wed.	Thur.	Fri.	Sat.
09:00 - 12:00						
12:01 - 16:00						
16:01 - 19:00						
19:01 - 21:00						

#### 18. Forms Control

Form	Number of forms
GSS 4-1	<input type="text"/>
GSS 4-2	<input type="text"/>

#### 19. Interviewer Number

<input type="text"/>					
----------------------	----------------------	----------------------	----------------------	----------------------	----------------------

Senior Interviewer  
Only

20. Final Status

<input type="text"/>	<input type="text"/>
----------------------	----------------------

30. Hello, I'm ..... from Statistics Canada. I'm calling you for a survey on education, work and retirement.			34. Does anyone use this telephone number as a home phone number? Yes ..... <input type="radio"/> No ..... <input type="radio"/> → Thank respondent and END					
31. I'd like to make sure that I've dialed the right number. Is this ..... (read number)? Yes ..... <input type="radio"/> No ..... <input type="radio"/> → Dial again, if still wrong, END.			35. How many persons live or stay at this address and use this number as a home phone number? Less than 15 ..... <input type="radio"/> 15 or more ..... <input type="radio"/> → Make appointment.					
32. All information we collect will be kept confidential. While your participation is voluntary, it is essential if the survey results are to be accurate.			36. I need to select one person from your household for an interview. Starting with the oldest, what is the name and age of each person living or staying there who has no usual place of residence elsewhere? (Enter names and ages in items 42 and 44.)					
33. Is this the number for a business, an institution or a private home? Private home ..... <input type="radio"/> Both home and business ..... <input type="radio"/> → Go to 36 Business, institution or other non residence ..... <input type="radio"/>								
40.	41.	42.	43.	44.	45.	46.	47.	48.
Page	Line	Names of Household Members	Sel #	Age	Sex	What is ....'s marital status?	Family Identifier	What is ....'s relationship to .... (Head of Family)?
	1	Given name _____ Surname _____						<input type="checkbox"/> If '0', specify
	2	Given name _____ Surname _____						<input type="checkbox"/> If '0', specify
	3	Given name _____ Surname _____						<input type="checkbox"/> If '0', specify
	4	Given name _____ Surname _____						<input type="checkbox"/> If '0', specify
	5	Given name _____ Surname _____						<input type="checkbox"/> If '0', specify
	6	Given name _____ Surname _____						<input type="checkbox"/> If '0', specify
	7	Given name _____ Surname _____						<input type="checkbox"/> If '0', specify
	8	Given name _____ Surname _____						<input type="checkbox"/> If '0', specify
60. INTERVIEWER: Enter Page-Line no. of person giving the above information. → [7] [ ]								
61. Are there any persons away from this household attending school, visiting, travelling or in the hospital who USUALLY live there? Yes ..... <input type="radio"/> → Enter names and complete items 44 through 48 No ..... <input type="radio"/>								
62. Does anyone else live there, such as other relatives, roomers, boarders or employees? Yes ..... <input type="radio"/> → Enter names and complete items 44 through 48 No ..... <input type="radio"/>								
63. INTERVIEWER: • In item 43 number the persons 15 years of age and over in order from oldest to youngest. • Enter number of eligible household members ..... [8] [ ]								
64. INTERVIEWER: • Determine the selected person by referring to the Selection Grid. • In Item 43 circle the selected person number and enter Page-Line no. ..... [9] [ ]								
65. The person I am to interview is ..... (read name) ..... (Is he/she there?) Yes ..... <input type="radio"/> → Go to form GSS 4-2 No ..... <input type="radio"/> → Set up appointment and enter details in item 16.								
SELECTION GRID LABEL								
A = Eligible household members B = Selection number								



Statistics Canada

Statistique Canada

Interviewer's Name

1:  -  -  Telephone Number

5:  Label Identification Number

Page - Line Number

1 Type

GSS 4-2

Confidential when completed

**GENERAL SOCIAL SURVEY  
EDUCATION AND WORK  
QUESTIONNAIRE**

**AGES 15 YEARS AND OVER**

<b>A</b> SECTION A: Education Screen	<p><b>A1. INTERVIEWER:</b> Repeat the introduction below if selected respondent is different from household respondent.</p> <p>Hello, I'm ..... from Statistics Canada. I'm calling you for a survey on education, work and retirement.</p> <p>All the information we collect is kept confidential. While your participation is voluntary, it is essential if the survey results are to be accurate.</p> <p><b>A2. Now I'd like to ask you some questions about your education.</b></p> <p><b>A3. How many years of elementary and high school education have you successfully completed?</b></p> <table> <tbody> <tr><td>No schooling .....</td><td>01</td><td><input type="radio"/></td><td>Go to E1</td></tr> <tr><td>One to five years .....</td><td>02</td><td><input type="radio"/></td><td>Go to A8</td></tr> <tr><td>Six .....</td><td>03</td><td><input type="radio"/></td><td>Go to A8</td></tr> <tr><td>Seven .....</td><td>04</td><td><input type="radio"/></td><td>Go to A8</td></tr> <tr><td>Eight .....</td><td>05</td><td><input type="radio"/></td><td>Go to A8</td></tr> <tr><td>Nine .....</td><td>06</td><td><input type="radio"/></td><td>Go to A7</td></tr> <tr><td>Ten .....</td><td>07</td><td><input type="radio"/></td><td>Go to A7</td></tr> <tr><td>Eleven .....</td><td>08</td><td><input type="radio"/></td><td></td></tr> <tr><td>Twelve .....</td><td>09</td><td><input type="radio"/></td><td></td></tr> <tr><td>Thirteen .....</td><td>10</td><td><input type="radio"/></td><td></td></tr> </tbody> </table> <p><b>A4. Have you graduated from high school?</b></p> <table> <tbody> <tr><td>Yes .....</td><td>1</td><td><input type="radio"/></td></tr> <tr><td>No .....</td><td>2</td><td><input type="radio"/></td><td>Go to A7</td></tr> </tbody> </table> <p><b>A5. In high school, did you take a course in ...</b></p> <table> <thead> <tr><th></th><th style="text-align: center;">Yes</th><th style="text-align: center;">No</th></tr> </thead> <tbody> <tr><td>a) Mathematics?</td><td>2</td><td>3</td></tr> <tr><td>b) Chemistry?</td><td>4</td><td>5</td></tr> <tr><td>c) Geography?</td><td>6</td><td>7</td></tr> <tr><td>d) Physics?</td><td>8</td><td>9</td></tr> </tbody> </table> <p><b>A6. Have you had any further schooling beyond elementary/high school?</b></p> <table> <tbody> <tr><td>Yes .....</td><td>1</td><td><input type="radio"/></td><td>Go to A10</td></tr> <tr><td>No .....</td><td>2</td><td><input type="radio"/></td><td>Go to C1</td></tr> </tbody> </table> <p><b>A7. In high school, did you take a course in ...</b></p> <table> <thead> <tr><th></th><th style="text-align: center;">Yes</th><th style="text-align: center;">No</th></tr> </thead> <tbody> <tr><td>a) Mathematics?</td><td>2</td><td>3</td></tr> <tr><td>b) Chemistry?</td><td>4</td><td>5</td></tr> <tr><td>c) Geography?</td><td>6</td><td>7</td></tr> <tr><td>d) Physics?</td><td>8</td><td>9</td></tr> </tbody> </table>	No schooling .....	01	<input type="radio"/>	Go to E1	One to five years .....	02	<input type="radio"/>	Go to A8	Six .....	03	<input type="radio"/>	Go to A8	Seven .....	04	<input type="radio"/>	Go to A8	Eight .....	05	<input type="radio"/>	Go to A8	Nine .....	06	<input type="radio"/>	Go to A7	Ten .....	07	<input type="radio"/>	Go to A7	Eleven .....	08	<input type="radio"/>		Twelve .....	09	<input type="radio"/>		Thirteen .....	10	<input type="radio"/>		Yes .....	1	<input type="radio"/>	No .....	2	<input type="radio"/>	Go to A7		Yes	No	a) Mathematics?	2	3	b) Chemistry?	4	5	c) Geography?	6	7	d) Physics?	8	9	Yes .....	1	<input type="radio"/>	Go to A10	No .....	2	<input type="radio"/>	Go to C1		Yes	No	a) Mathematics?	2	3	b) Chemistry?	4	5	c) Geography?	6	7	d) Physics?	8	9	<p><b>A8. Have you had any further schooling beyond elementary/high school?</b></p> <table> <tbody> <tr><td>Yes .....</td><td>1</td><td><input type="radio"/></td><td>Go to A10</td></tr> <tr><td>No .....</td><td>2</td><td><input type="radio"/></td><td></td></tr> </tbody> </table> <p><b>A9. Are you presently working towards elementary or high school graduation?</b></p> <table> <tbody> <tr><td>Yes .....</td><td>3</td><td><input type="radio"/></td><td>Go to B5</td></tr> <tr><td>No .....</td><td>4</td><td><input type="radio"/></td><td>Go to C1</td></tr> </tbody> </table> <p><b>A10. Have you ever taken any university, college or CEGEP level course in biology, chemistry or physics?</b></p> <table> <tbody> <tr><td>Yes .....</td><td>5</td><td><input type="radio"/></td></tr> <tr><td>No .....</td><td>6</td><td><input type="radio"/></td></tr> </tbody> </table> <p><b>A11. What is the highest level of education that you have attained?</b> (Mark one only)</p> <table> <tbody> <tr><td>Masters or earned doctorate</td><td>1</td><td><input type="radio"/></td><td>Go to A15</td></tr> <tr><td>Bachelor or undergraduate degree, or teacher's college</td><td>2</td><td><input type="radio"/></td><td>Go to A15</td></tr> <tr><td>Diploma or certificate from community college, CEGEP or nursing school .....</td><td>3</td><td><input type="radio"/></td><td>Go to A15</td></tr> <tr><td>Diploma or certificate from trade, technical or vocational school, or business college</td><td>4</td><td><input type="radio"/></td><td>Go to A15</td></tr> <tr><td>Some university .....</td><td>5</td><td><input type="radio"/></td><td></td></tr> <tr><td>Some community college, CEGEP or nursing school .....</td><td>6</td><td><input type="radio"/></td><td></td></tr> <tr><td>Some trade, technical or vocational school, or business college .....</td><td>7</td><td><input type="radio"/></td><td></td></tr> <tr><td>Other .....</td><td>8</td><td><input type="radio"/></td><td></td></tr> </tbody> </table> <p style="text-align: center;">(Specify)  <input type="text"/>  <input type="text"/></p> <p><b>A12. When you took courses at university/college/trade school, were you working towards a degree, diploma or certificate?</b></p> <table> <tbody> <tr><td>Yes .....</td><td>1</td><td><input type="radio"/></td></tr> <tr><td>No .....</td><td>2</td><td><input type="radio"/></td><td>Go to A14</td></tr> </tbody> </table> <p><b>A13. Are you still working towards your degree, diploma or certificate?</b></p> <table> <tbody> <tr><td>Yes .....</td><td>3</td><td><input type="radio"/></td><td>Go to B1</td></tr> <tr><td>No .....</td><td>4</td><td><input type="radio"/></td><td></td></tr> </tbody> </table>	Yes .....	1	<input type="radio"/>	Go to A10	No .....	2	<input type="radio"/>		Yes .....	3	<input type="radio"/>	Go to B5	No .....	4	<input type="radio"/>	Go to C1	Yes .....	5	<input type="radio"/>	No .....	6	<input type="radio"/>	Masters or earned doctorate	1	<input type="radio"/>	Go to A15	Bachelor or undergraduate degree, or teacher's college	2	<input type="radio"/>	Go to A15	Diploma or certificate from community college, CEGEP or nursing school .....	3	<input type="radio"/>	Go to A15	Diploma or certificate from trade, technical or vocational school, or business college	4	<input type="radio"/>	Go to A15	Some university .....	5	<input type="radio"/>		Some community college, CEGEP or nursing school .....	6	<input type="radio"/>		Some trade, technical or vocational school, or business college .....	7	<input type="radio"/>		Other .....	8	<input type="radio"/>		Yes .....	1	<input type="radio"/>	No .....	2	<input type="radio"/>	Go to A14	Yes .....	3	<input type="radio"/>	Go to B1	No .....	4	<input type="radio"/>	
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A14. What is the highest degree, diploma or certificate that you have completed? (Mark one only)		SECTION B: Current Education	
Masters or earned doctorate .....	<input type="radio"/> 1	B1. I now have a few questions to ask you about the educational program you are currently working on.	B
Bachelor or undergraduate degree, or teacher's college .....	<input type="radio"/> 2	B2. What degree, diploma or certificate are you working towards? (Mark one only)	
Diploma or certificate from community college, CEGEP or nursing school .....	<input type="radio"/> 3	Masters or earned doctorate .....	<input type="radio"/> 1
Diploma or certificate from trade, technical or vocational school, or business college .....	<input type="radio"/> 4	Bachelor or undergraduate degree, or teacher's college .....	<input type="radio"/> 2
High school diploma .....	<input type="radio"/> 5	Diploma or certificate from community college, CEGEP or nursing school .....	<input type="radio"/> 3
Less than high school diploma .....	<input type="radio"/> 6	Diploma or certificate from trade, technical or vocational school, or business college .....	<input type="radio"/> 4
Other .....	<input type="radio"/> 7	Elementary/High school diploma .....	<input type="radio"/> 5
		→ Go to A17	
		↓ (Specify)	
<input type="text"/> <input type="text"/> <input type="text"/>		<input type="text"/> <input type="text"/> <input type="text"/>	
A15. What was the major field of study or specialization for your degree, diploma or certificate?		B3. What is the major field of study or specialization for that degree/diploma/certificate?	
<input type="text"/> <input type="text"/> <input type="text"/>		<input type="text"/> <input type="text"/> <input type="text"/>	
A16. What was your MAIN reason for choosing this field of study? Was it to prepare for first career, to change or improve career, to improve earnings, because of interest in subject, or for some other reason?  (Mark one only)		B4. What was your MAIN reason for choosing this field of study? Was it to prepare for first career, to change or improve career, to improve earnings, because of interest in subject, or for some other reason?  (Mark one only)	
To prepare for first career .....		<input type="radio"/> 1	
To change careers .....		<input type="radio"/> 2	
To improve career .....		<input type="radio"/> 3	
To improve earnings .....		<input type="radio"/> 4	
Because of interest in subject .....		<input type="radio"/> 5	
For some other reason .....		<input type="radio"/> 6	
		↓ (Specify)	
<input type="text"/> <input type="text"/> <input type="text"/>		<input type="text"/> <input type="text"/> <input type="text"/>	
A17. Are you now working towards a different degree, diploma or certificate?		B5. In the last 12 months did you take any courses for this program?	
Yes .....		<input type="radio"/> 7	
No .....		<input type="radio"/> 8	
		→ Go to C1	
		→ Go to B7	

<p>B6. Were you mainly a full-time or a part-time student?</p> <p>Full-time ..... 1 <input type="radio"/></p> <p>Part-time ..... 2 <input type="radio"/></p>	<p>C5. In what year did you get the first job since completing the program?</p> <p>19 <input type="text"/> <input type="text"/></p>
<p>B7. In what year do you expect to complete the program leading to your degree/diploma/certificate?</p> <p>19 <input type="text"/> <input type="text"/></p>	<p>C6. For whom did you work at that job? (Name of business, government department or agency, or person)</p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p>
<p>B8. What do you expect to do when you graduate from your current program?</p> <p>(Mark one only)</p> <p>Work at a new or first job ..... 3 <input type="radio"/></p> <p>Go on to further education ..... 4 <input type="radio"/></p> <p>Work at the same job ..... 5 <input type="radio"/></p> <p>Don't know ..... 6 <input type="radio"/></p> <p>Other ..... 7 <input type="radio"/></p> <p style="text-align: center;">(Specify)</p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p>	<p>C7. INTERVIEWER: Go to C9</p>
<p>B9. INTERVIEWER: Go to D1</p>	<p>C8. For whom did you work the longest time during those 12 months? (Name of business, government department or agency, or person)</p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p>
<p>C SECTION C: After Education</p> <p>C1. In what year did you complete your studies or stop taking courses?</p> <p>19 <input type="text"/> <input type="text"/></p> <p>C2. During the 12 months after you completed these studies, what best describes your MAIN activity? Were you mainly ... (Mark one only)</p> <p>Working at a job or business? ..... 1 <input type="radio"/> → Go to C8</p> <p>Looking for work? ..... 2 <input type="radio"/></p> <p>A student? ..... 3 <input type="radio"/></p> <p>Keeping house? ..... 4 <input type="radio"/></p> <p>Retired? ..... 5 <input type="radio"/></p> <p>Other ..... 6 <input type="radio"/></p> <p style="text-align: center;">(Specify)</p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p>	<p>C9. What kind of business, industry or service was this? (Give full description: e.g. paper box manufacturing, retail shoe store, municipal board of education)</p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p> <p>C10. What kind of work were you doing? (Give a full description: e.g. accounts clerk, dairy farmer, primary school teacher)</p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p>
<p>C3. Did you have a job or were you self-employed at any time during those 12 months?</p> <p>Yes ..... 7 <input type="radio"/> → Go to C8</p> <p>No ..... 8 <input type="radio"/></p>	<p>C11. Was this work mostly full-time or part-time?</p> <p>Full-time ..... 3 <input type="radio"/></p> <p>Part-time ..... 4 <input type="radio"/></p> <p>Both equally ..... 5 <input type="radio"/></p>
<p>C4. Have you ever had a job since completing that program?</p> <p>Yes ..... 1 <input type="radio"/></p> <p>No ..... 2 <input type="radio"/> → Go to D1</p>	<p>C12. How closely was that job related to your education? Was it ...</p> <p>closely related? ..... 6 <input type="radio"/></p> <p>somewhat related? ..... 7 <input type="radio"/></p> <p>not at all related? ..... 8 <input type="radio"/></p>

D SECTION D: Before Education	
D1. For the next few questions, think back to the time when you started the studies for your degree/diploma/certificate.	
D2. In what year did you start your studies for this degree/diploma/certificate? 19 <input type="text"/>	
D3. At that time were you less than 15 years old? Yes ..... 1 <input type="radio"/> Go to E1 No ..... 2 <input type="radio"/>	
D4. During the 12 months before you started these studies, what best describes your MAIN activity? Were you mainly ... (Mark one only) Working at a job or business? ..... 3 <input type="radio"/> Go to D10 Looking for work? ..... 4 <input type="radio"/> A student? ..... 5 <input type="radio"/> Keeping house? ..... 6 <input type="radio"/> Retired? ..... 7 <input type="radio"/> Other ..... 8 <input type="radio"/> (Specify) <input type="text"/> <input type="text"/>	
D5. Before starting the program, had you ever held a full-time job for 6 months or more? (Exclude summer jobs) Yes ..... 1 <input type="radio"/> No ..... 2 <input type="radio"/> Go to E1	
D6. How many months or years of total full-time work experience did you have before you started your program? 6 months to less than 1 year ..... 3 <input type="radio"/> 1 to less than 3 years ..... 4 <input type="radio"/> 3 to less than 5 years ..... 5 <input type="radio"/> 5 to less than 7 years ..... 6 <input type="radio"/> 7 years or more ..... 7 <input type="radio"/>	
D7. Before starting your program, in what year did you last work at a full-time job that lasted six months or more? 19 <input type="text"/> Still working at it ..... 99 <input type="radio"/> Go to E1	
D8. For whom did you work at that job? (Name of business, government department or agency, or person) <input type="text"/> <input type="text"/> <input type="text"/>	
D9. INTERVIEWER: Go to D11.	
D10. For whom did you work the longest time during those 12 months? (Name of business, government department or agency, or person) <input type="text"/> <input type="text"/> <input type="text"/>	
D11. What kind of business, industry or service was this? (Give full description: e.g. paper box manufacturing, retail shoe store, municipal board of education) <input type="text"/> <input type="text"/> <input type="text"/>	
D12. What kind of work were you doing? (Give a full description: e.g. accounts clerk, dairy farmer, primary school teacher) <input type="text"/> <input type="text"/> <input type="text"/>	

<b>E SECTION E: Future Education</b>		<b>E5. What would be your major field of study or specialization?</b> <input type="text"/> <input type="text"/> <input type="text"/>
<b>E1. In the next five years, do you plan to start an additional educational or training program?</b> <i>(Include part-time and full-time)</i>  Yes ..... 1 <input type="radio"/> No ..... 2 <input type="radio"/> → Go to E6 Don't know ... 3 <input type="radio"/> → Go to E6		<b>E6. Now some general questions about certain aspects of your education.</b>
<b>E2. What is your MAIN reason for planning to do this? Is it to prepare for first career, to change or improve career, to improve earnings, because of interest in subject, or for some other reason?</b> <i>(Mark one only)</i>  To prepare for first career ..... 4 <input type="radio"/> To change careers ..... 5 <input type="radio"/> To improve career ..... 6 <input type="radio"/> To improve earnings ..... 7 <input type="radio"/> Because of interest in subject ..... 8 <input type="radio"/> For some other reason ..... 9 <input type="radio"/>  (Specify) <input type="text"/> <input type="text"/>		<b>E7. Have you ever completed an apprenticeship program?</b> Yes ..... 1 <input type="radio"/> No ..... 2 <input type="radio"/>
		<b>E8. Have you ever taken any courses on how to use computers?</b> Yes ..... 3 <input type="radio"/> No ..... 4 <input type="radio"/>
		<b>E9. Can you do anything on a computer, for example, play games, word processing or data entry?</b> Yes ..... 5 <input type="radio"/> No ..... 6 <input type="radio"/> → Go to E11
		<b>E10. In the last 12 months, have you done any of the following on a computer? ...</b> <i>(Any computer)</i>  a) Played games? ..... 01 <input type="radio"/> 02 <input type="radio"/> b) Word processing? ..... 03 <input type="radio"/> 04 <input type="radio"/> c) Data entry? ..... 05 <input type="radio"> 06 <input type="radio"/> d) Record keeping? ..... 07 <input type="radio"/> 08 <input type="radio"/> e) Data analysis? ..... 09 <input type="radio"/> 10 <input type="radio"/> f) Written computer programs? ..... 11 <input type="radio"/> 12 <input type="radio"/> g) Anything else? ..... 13 <input type="radio"/> 14 <input type="radio"/>  (Specify) <input type="text"/> <input type="text"/></input>
<b>E3. What degree, diploma or certificate do you eventually want to obtain?</b> <i>(Mark one only)</i>  Masters or earned doctorate 1 <input type="radio"/> → Go to E5 Bachelor or undergraduate degree, or teacher's college 2 <input type="radio"/> → Go to E5  Diploma or certificate from community college, CEGEP or nursing school ..... 3 <input type="radio"/> → Go to E5  Diploma or certificate from trade, technical or vocational school, or business college 4 <input type="radio"/> → Go to E5  Elementary/High school diploma ..... 5 <input type="radio"/> Not for degree, diploma, or certificate ..... 6 <input type="radio"/> Undecided or don't know ..... 7 <input type="radio"/> Other ..... 8 <input type="radio"/>  (Specify) <input type="text"/> <input type="text"/>		<b>E11. Do you have a personal computer at home?</b> Yes ..... 1 <input type="radio"/> No ..... 2 <input type="radio"/> → Go to F1
		<b>E12. Do you personally use that computer?</b> Yes ..... 3 <input type="radio"/> No ..... 4 <input type="radio"/> → Go to F1
<b>E4. INTERVIEWER: Go to E6</b>		<b>E13. How many hours per week do you normally use it?</b> <input type="text"/> hours

F

SECTION F: Science and Technology

- F1. There are lots of topics in the news. I am going to read you a short list of them and for each one I would like you to tell me if you are very interested, moderately interested, or not at all interested.

	Very interested	Moderately interested	Not at all interested	No opinion
a) Current affairs, including national and local events .....	01 <input type="radio"/>	02 <input type="radio"/>	03 <input type="radio"/>	04 <input type="radio"/>
b) Economic conditions and business issues .....	05 <input type="radio"/>	06 <input type="radio"/>	07 <input type="radio"/>	08 <input type="radio"/>
c) New inventions and technologies .....	09 <input type="radio"/>	10 <input type="radio"/>	11 <input type="radio"/>	12 <input type="radio"/>
d) Recent scientific discoveries .....	13 <input type="radio"/>	14 <input type="radio"/>	15 <input type="radio"/>	16 <input type="radio"/>

- F2. I would like you to tell me how well informed you are about these topics. Are you very well informed, moderately informed, or poorly informed about ...

	Very well informed	Moderately informed	Poorly informed	No opinion
a) Current affairs, including national and local events .....	17 <input type="radio"/>	18 <input type="radio"/>	19 <input type="radio"/>	20 <input type="radio"/>
b) Economic conditions and business issues .....	21 <input type="radio"/>	22 <input type="radio"/>	23 <input type="radio"/>	24 <input type="radio"/>
c) New inventions and technologies .....	25 <input type="radio"/>	26 <input type="radio"/>	27 <input type="radio"/>	28 <input type="radio"/>
d) Recent scientific discoveries .....	29 <input type="radio"/>	30 <input type="radio"/>	31 <input type="radio"/>	32 <input type="radio"/>

- F3. How often do you pay attention to programs about science and technology ...

	Regularly	Occasionally	Never
a) On television .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b) On radio .....	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>

- F4. How often do you read articles about science and technology in ...

	Regularly	Occasionally	Never
a) Newspapers .....	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b) Magazines .....	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>

- F5. Please tell me if you agree or disagree with the following statements.

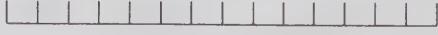
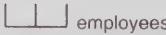
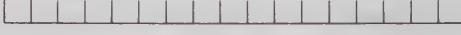
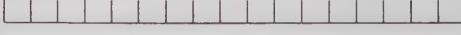
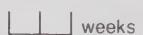
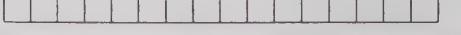
	Is that somewhat or strongly?		
	Somewhat	Strongly	
a) Science and technology are making our lives better .....	Agree .... 01 <input type="radio"/> → 02 <input type="radio"/>	03 <input type="radio"/>	Disagree ... 04 <input type="radio"/> → 05 <input type="radio"/>
	No opinion .. 07 <input type="radio"/>	06 <input type="radio"/>	
b) Science and technology will make work more interesting	Agree .... 08 <input type="radio"/> → 09 <input type="radio"/>	10 <input type="radio"/>	Disagree ... 11 <input type="radio"/> → 12 <input type="radio"/>
	No opinion .. 14 <input type="radio"/>	13 <input type="radio"/>	
c) On balance, computers and automation will create more jobs than they will eliminate	Agree .... 15 <input type="radio"/> → 16 <input type="radio"/>	17 <input type="radio"/>	Disagree ... 18 <input type="radio"/> → 19 <input type="radio"/>
	No opinion .. 21 <input type="radio"/>	20 <input type="radio"/>	
d) Science makes our life change too fast .....	Agree .... 22 <input type="radio"/> → 23 <input type="radio"/>	24 <input type="radio"/>	Disagree ... 25 <input type="radio"/> → 26 <input type="radio"/>
	No opinion .. 28 <input type="radio"/>	27 <input type="radio"/>	

F6. I'm going to read you a list of things governments spend money on. For each one, tell me if you think the government is spending too little, about the right amount, or too much.

	Too little	About the right amount	Too much	No opinion
a) <b>Health care</b> .....	01 <input type="radio"/>	02 <input type="radio"/>	03 <input type="radio"/>	04 <input type="radio"/>
b) <b>Helping older people</b> .....	05 <input type="radio"/>	06 <input type="radio"/>	07 <input type="radio"/>	08 <input type="radio"/>
c) <b>Education</b> .....	09 <input type="radio"/>	10 <input type="radio"/>	11 <input type="radio"/>	12 <input type="radio"/>
d) <b>Helping the unemployed</b> .....	13 <input type="radio"/>	14 <input type="radio"/>	15 <input type="radio"/>	16 <input type="radio"/>
e) <b>Scientific research</b> .....	17 <input type="radio"/>	18 <input type="radio"/>	19 <input type="radio"/>	20 <input type="radio"/>
f) <b>Helping people on low incomes</b> .....	21 <input type="radio"/>	22 <input type="radio"/>	23 <input type="radio"/>	24 <input type="radio"/>
g) <b>Reducing pollution</b> .....	25 <input type="radio"/>	26 <input type="radio"/>	27 <input type="radio"/>	28 <input type="radio"/>

G	SECTION G: Work Screen
G1. Now some questions about your activities.	
G2. During 1988, what best describes your MAIN activity? Were you mainly ... (Mark one only)	
Working at a job or business? ..... 1 <input type="radio"/> → Go to G9	
Looking for work? ..... 2 <input type="radio"/>	
A student? ..... 3 <input type="radio"/>	
Keeping house? ..... 4 <input type="radio"/>	
Retired? ..... 5 <input type="radio"/>	
Other ..... 6 <input type="radio"/> ↓ (Specify)  [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]  [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]	
G3. Did you have a job or were you self-employed at any time during 1988?  Yes ..... 7 <input type="radio"/> → Go to G9 No ..... 8 <input type="radio"/>	
G4. Did you do any work at a job or business last week?  Yes ..... 1 <input type="radio"/> → Go to H1 No ..... 2 <input type="radio"/>	
G5. Did you look for a job in the last four weeks?  Yes ..... 3 <input type="radio"/> → Go to L1 No ..... 4 <input type="radio"/>	
G6. During last week, what best describes your MAIN activity? Were you mainly ... (Mark one only)	
A student? ..... 5 <input type="radio"/> → Go to L7	
Keeping house? ..... 6 <input type="radio"/> → Go to L4	
Retired? ..... 7 <input type="radio"/> → Go to G8	
Other ..... 8 <input type="radio"/> ↓ (Specify)  [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]  [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]	
G7. INTERVIEWER: Go to L7	
G8. Have you ever worked at a job or business?  Yes ..... 1 <input type="radio"/> → Go to K1 No ..... 2 <input type="radio"/> → Go to K36	
G9. For how many weeks during 1988 did you do any work at a job or business? (Include vacation, illness, strikes, lock-outs and maternity leave)  [ ] weeks	
G10. During those weeks, was the work mostly full-time or part-time?  Full-time ..... 3 <input type="radio"/> Part-time ..... 4 <input type="radio"/> Both equally ..... 5 <input type="radio"/>	
G11. During those weeks were you mainly ...  An employee working for someone else? ..... 6 <input type="radio"/> → Go to G14 Self-employed? ..... 7 <input type="radio"/>	
G12. During those weeks, did you have any paid employees?  Yes ..... 8 <input type="radio"/> No ..... 9 <input type="radio"/> → Go to G14	

<p><b>G13. About how many employees did you have?</b>  <i>(If range given, enter maximum)</i></p> <p><input type="text"/> employees</p>	<p><b>G21. Was this your main job last week?</b></p> <p>Yes ..... 7 <input type="radio"/>      No ..... 8 <input type="radio"/> → Go to H2</p>
<p><b>G14. For whom did you work the longest time during 1988?</b>  <i>(Name of business, government department or agency, or person)</i></p> <p><input type="text"/>  <input type="text"/>  <input type="text"/></p>	<p><b>G22. How many hours per week do you usually work at your:</b></p> <p>(main) job ..... <input type="text"/> 1 <input type="text"/>      other jobs ..... <input type="text"/> 2 <input type="text"/></p>
<p><b>G15. What kind of business, industry or service was this?</b>  <i>(Give full description: e.g. paper box manufacturing, retail shoe store, municipal board of education)</i></p> <p><input type="text"/>  <input type="text"/>  <input type="text"/></p>	<p><b>G24. Why do you usually work less than 30 hours per week?</b>  <i>(Mark all that apply)</i></p> <p>Own illness or disability ..... 1 <input type="radio"/>      Personal or family responsibilities ..... 2 <input type="radio"/>      Going to school ..... 3 <input type="radio"/>      Could only find part-time work ..... 4 <input type="radio"/>      Did not want full-time work ..... 5 <input type="radio"/>      Full-time work under 30 hours per week ..... 6 <input type="radio"/>      Other ..... 7 <input type="radio"/>            ↓          (Specify)  <p><input type="text"/>  <input type="text"/>  <input type="text"/></p> </p>
<p><b>G16. What kind of work were you doing?</b>  <i>(Give full description: e.g. accounts clerk, dairy farmer, primary school teacher)</i></p> <p><input type="text"/>  <input type="text"/>  <input type="text"/></p>	
<p><b>G17. Did you work for the same employer last week?</b></p> <p>Yes ..... 1 <input type="radio"/>      No ..... 2 <input type="radio"/> → Go to G26</p>	<p><b>G25. INTERVIEWER: Go to H11</b></p>
<p><b>G18. Did you do the same kind of work last week?</b></p> <p>Yes ..... 3 <input type="radio"/> → Go to G20      No ..... 4 <input type="radio"/></p>	<p><b>G26. Did you do any work at a job or business last week?</b></p> <p>Yes ..... 8 <input type="radio"/> → Go to H1      No ..... 9 <input type="radio"/></p>
<p><b>G19. What kind of work were you doing last week?</b>  <i>(Give full description: e.g. accounts clerk, dairy farmer, primary school teacher)</i></p> <p><input type="text"/>  <input type="text"/>  <input type="text"/></p>	<p><b>G27. Last week, did you have a job to which you expected to return?</b></p> <p>Yes ..... 1 <input type="radio"/> → Go to G32      No ..... 2 <input type="radio"/></p>
<p><b>G20. Was this the only job at which you worked last week?</b></p> <p>Yes ..... 5 <input type="radio"/> → Go to G22      No ..... 6 <input type="radio"/></p>	<p><b>G28. Did you look for a job in the last four weeks?</b></p> <p>Yes ..... 3 <input type="radio"/> → Go to L1      No ..... 4 <input type="radio"/></p> <p><b>G29. Was this because you believed no jobs were available?</b></p> <p>Yes ..... 5 <input type="radio"/> → Go to L2      No ..... 6 <input type="radio"/></p>

G30. During last week, what best describes your MAIN activity? Were you mainly ... (Mark one only)		SECTION H: Employed	H
A student? ..... 1 <input type="radio"/> → Go to L7 Keeping house? ..... 2 <input type="radio"/> → Go to L4 Retired? ..... 3 <input type="radio"/> → Go to K1 Other ..... 4 <input type="radio"/> ↓ (Specify)  		H1. Did you have more than one job last week? Yes ..... 1 <input type="radio"/> No ..... 2 <input type="radio"/>  H2. How many hours per week do you usually work at your: (main) job? .....  other jobs? ..... 	
G31. INTERVIEWER: Go to L7		H3. INTERVIEWER: Is total in H2 30 or more hours? Yes ..... 5 <input type="radio"/> → Go to H5 No ..... 6 <input type="radio"/>	
G32. Why did you not work at this job last week? (Mark one only)		H4. Why do you usually work less than 30 hours per week? (Mark all that apply) Own illness or disability ..... 1 <input type="radio"/> Personal or family responsibilities ..... 2 <input type="radio"/> Going to school ..... 3 <input type="radio"/> Could only find part-time work ..... 4 <input type="radio"/> Did not want full-time work ..... 5 <input type="radio"/> Full-time work under 30 hours per week ..... 6 <input type="radio"/> Other ..... 7 <input type="radio"/> ↓ (Specify)  	
Own illness or disability ..... 01 <input type="radio"/> → Go to G34 Vacation ..... 02 <input type="radio"/> → Go to G34 Maternity leave ..... 03 <input type="radio"/> → Go to G34 Personal or family responsibilities ..... 04 <input type="radio"/> → Go to G34 Layoff, expects to return (paid workers only) ..... 05 <input type="radio"/> → Go to G34 Labour dispute (strike or lockout) ..... 06 <input type="radio"/> → Go to G34 Bad weather ..... 07 <input type="radio"/> → Go to G34 Seasonal business (exclude paid workers) ..... 08 <input type="radio"/> → Go to G34 New job to start in future ..... 09 <input type="radio"/> Other ..... 10 <input type="radio"/> ↓ (Specify)  		H5. Are you mainly ... (main job) An employee working for someone else? ..... 8 <input type="radio"/> → Go to H8 Self-employed? ..... 9 <input type="radio"/>  H6. Last week, did you have any paid employees? Yes ..... 1 <input type="radio"/> No ..... 2 <input type="radio"/> → Go to H8	
G33. INTERVIEWER: Go to L7		H7. About how many employees did you have? (If range given, enter maximum) 	
G34. How long ago did you last work at this job?		H8. Who was your employer last week? (main job) (Name of business, government department or agency, or person) Same employer as in 1988 (Same as in G14) ..... 3 <input type="radio"/> → Go to H10  	
weeks  G35. In how many weeks do you expect to return to this job?  weeks Don't know ..... 98 <input type="radio"/>			
G36. The next section asks about your job, that is the job to which you expect to return.			

<p><b>H9. What kind of business, industry or service was this?</b>  (Give full description: e.g. paper box manufacturing, retail shoe store, municipal board of education)</p> <p>[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]</p> <p>[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]</p> <p>[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]</p>	<p><b>H18. In total, about how many people work in your business/company at all its locations?</b></p> <p>Less than 20 ..... 1 <input type="radio"/>  Between 20 and 99 ..... 2 <input type="radio"/>  Between 100 and 499 ..... 3 <input type="radio"/>  More than 500 people ..... 4 <input type="radio"/></p>				
<p><b>H10. What kind of work were you doing?</b>  (Give a full description: e.g. accounts clerk, dairy farmer, primary school teacher)</p> <p>Same duties as in 1988  (Same as in G16) ..... 4 <input type="radio"/></p> <p>[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]</p> <p>[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]</p> <p>[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]</p>	<p><b>H19. INTERVIEWER: Go to H29</b></p> <p><b>H20. Would you prefer to have a permanent job?</b></p> <p>Yes ..... 5 <input type="radio"/>  No ..... 6 <input type="radio"/></p>				
	<p><b>H21. Do you directly supervise any people?</b></p> <p>Yes ..... 7 <input type="radio"/>  No ..... 8 <input type="radio"/> → Go to H24</p>				
<p><b>H11. Are you satisfied or dissatisfied with your (main) job?</b></p> <table style="margin-left: 100px;"> <tr> <td style="text-align: right;">Is that somewhat or very?</td> <td style="width: 100px;"></td> </tr> <tr> <td style="text-align: right;">Somewhat</td> <td style="text-align: center;">Very</td> </tr> </table> <p>Satisfied ..... 1 <input type="radio"/> → 2 <input type="radio"/> 3 <input type="radio"/>  Dissatisfied ..... 4 <input type="radio"/> → 5 <input type="radio"/> 6 <input type="radio"/>  No opinion ..... 7 <input type="radio"/></p>	Is that somewhat or very?		Somewhat	Very	<p><b>H22. Last week, how many people did you directly supervise?</b></p> <p>[ ] people</p>
Is that somewhat or very?					
Somewhat	Very				
<p><b>H12. In what year did you start working for this business/company?</b></p> <p>19 [ ]</p>	<p><b>H23. How much of your working time do you spend supervising others? Would you say ...</b></p> <p>less than a quarter? ..... 1 <input type="radio"/>  between a quarter and a half? ..... 2 <input type="radio"/>  more than a half? ..... 3 <input type="radio"/></p>				
<p><b>H13. How many months in the year do you normally work at your (main) job?</b>  (Include vacation, illness, strikes, lock-outs and maternity leave)</p> <p>[ ] months</p>	<p><b>H24. In total, about how many people work in your business/company at all its locations?</b></p> <p>Less than 20 ..... 4 <input type="radio"/>  Between 20 and 99 ..... 5 <input type="radio"/>  Between 100 and 499 ..... 6 <input type="radio"/>  More than 500 people ..... 7 <input type="radio"/></p>				
<p><b>H14. Is your (main) job permanent? That is, a job without a specific end date.</b></p> <p>Yes ..... 1 <input type="radio"/> → Go to H21  No ..... 2 <input type="radio"/> → Go to H20  Self-employed ..... 3 <input type="radio"/></p>	<p><b>H25. Which of the following best describes the work you do? Is it managerial, supervisory or neither?</b></p> <p>Managerial ..... 1 <input type="radio"/>  Supervisory ..... 2 <input type="radio"/> → Go to H29  Neither ..... 3 <input type="radio"/> → Go to H29</p>				
<p><b>H15. Do you directly supervise any people?</b></p> <p>Yes ..... 4 <input type="radio"/>  No ..... 5 <input type="radio"/> → Go to H18</p>	<p><b>H26. Would you say that you are in a top, upper, middle or lower management position?</b></p> <p>Top ..... 4 <input type="radio"/>  Upper ..... 5 <input type="radio"/>  Middle ..... 6 <input type="radio"/>  Lower ..... 7 <input type="radio"/></p>				
<p><b>H16. Last week, how many people did you directly supervise?</b></p> <p>[ ] people</p>	<p><b>H27. Do you take part in planning the future business activities of ...</b></p> <p>the entire business/company? ..... 1 <input type="radio"/>  only a part of it? ..... 2 <input type="radio"/>  not involved in planning ..... 3 <input type="radio"/> → Go to H29</p>				
<p><b>H17. How much of your working time do you spend supervising others? Would you say ...</b></p> <p>less than a quarter? ..... 6 <input type="radio"/>  between a quarter and a half? ..... 7 <input type="radio"/>  more than a half? ..... 8 <input type="radio"/></p>	<p><b>H28. How much of your working time do you spend on planning future business activities of your company? Is it ...</b></p> <p>less than a quarter? ..... 4 <input type="radio"/>  between a quarter and a half? ..... 5 <input type="radio"/>  more than a half? ..... 6 <input type="radio"/></p>				

H29. I'd like to ask for your opinions about your current job. Do you agree or disagree with the following statements?

Is that somewhat or strongly?			
		Somewhat	Strongly
a) The physical surroundings at your work are pleasant .....	Agree ....	01 <input type="radio"/> → 02 <input type="radio"/>	03 <input type="radio"/>
	Disagree ..	04 <input type="radio"/> → 05 <input type="radio"/>	06 <input type="radio"/>
	No opinion .	07 <input type="radio"/>	
b) There is a lot of freedom to decide how to do your work	Agree ....	08 <input type="radio"/> → 09 <input type="radio"/>	10 <input type="radio"/>
	Disagree ..	11 <input type="radio"/> → 12 <input type="radio"/>	13 <input type="radio"/>
	No opinion .	14 <input type="radio"/>	
c) You do the same things over and over .....	Agree ....	15 <input type="radio"/> → 16 <input type="radio"/>	17 <input type="radio"/>
	Disagree ..	18 <input type="radio"/> → 19 <input type="radio"/>	20 <input type="radio"/>
	No opinion .	21 <input type="radio"/>	
d) Your job requires a high level of skill .....	Agree ....	22 <input type="radio"/> → 23 <input type="radio"/>	24 <input type="radio"/>
	Disagree ..	25 <input type="radio"/> → 26 <input type="radio"/>	27 <input type="radio"/>
	No opinion .	28 <input type="radio"/>	
e) The pay is good .....	Agree ....	29 <input type="radio"/> → 30 <input type="radio"/>	31 <input type="radio"/>
	Disagree ..	32 <input type="radio"/> → 33 <input type="radio"/>	34 <input type="radio"/>
	No opinion .	35 <input type="radio"/>	
f) Your chances for promotion or career development are good	Agree ....	36 <input type="radio"/> → 37 <input type="radio"/>	38 <input type="radio"/>
	Disagree ..	39 <input type="radio"/> → 40 <input type="radio"/>	41 <input type="radio"/>
	No opinion .	42 <input type="radio"/>	

<p>H30. Does your business/company provide you with ...</p> <table style="margin-left: 20px;"> <tr> <td style="text-align: right;">Yes</td> <td style="text-align: right;">No</td> <td style="text-align: right;">Don't know</td> </tr> <tr> <td style="text-align: right;">a) a pension plan?</td> <td style="text-align: right;">1 <input type="radio"/></td> <td style="text-align: right;">2 <input type="radio"/></td> <td style="text-align: right;">3 <input type="radio"/></td> </tr> <tr> <td style="text-align: right;">b) medical insurance?</td> <td style="text-align: right;">4 <input type="radio"/></td> <td style="text-align: right;">5 <input type="radio"/></td> <td style="text-align: right;">6 <input type="radio"/></td> </tr> <tr> <td style="text-align: right;">c) a dental plan? ..</td> <td style="text-align: right;">7 <input type="radio"/></td> <td style="text-align: right;">8 <input type="radio"/></td> <td style="text-align: right;">9 <input type="radio"/></td> </tr> </table>	Yes	No	Don't know	a) a pension plan?	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	b) medical insurance?	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>	c) a dental plan? ..	7 <input type="radio"/>	8 <input type="radio"/>	9 <input type="radio"/>	<p>H35. In the last five years, how much has your work been affected by the introduction of computers or automated technology? Would you say ...</p> <table style="margin-left: 20px;"> <tr> <td style="text-align: right;">greatly? .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> <tr> <td style="text-align: right;">somewhat? .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> <tr> <td style="text-align: right;">hardly? .....</td> <td style="text-align: right;"><input type="radio"/> → Go to H39</td> </tr> <tr> <td style="text-align: right;">not at all? .....</td> <td style="text-align: right;"><input type="radio"/> → Go to H39</td> </tr> </table>	greatly? .....	<input type="radio"/>	somewhat? .....	<input type="radio"/>	hardly? .....	<input type="radio"/> → Go to H39	not at all? .....	<input type="radio"/> → Go to H39
Yes	No	Don't know																						
a) a pension plan?	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>																					
b) medical insurance?	4 <input type="radio"/>	5 <input type="radio"/>	6 <input type="radio"/>																					
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greatly? .....	<input type="radio"/>																							
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hardly? .....	<input type="radio"/> → Go to H39																							
not at all? .....	<input type="radio"/> → Go to H39																							
<p>H31. Does your business/company provide paid maternity leave?</p> <table style="margin-left: 20px;"> <tr> <td style="text-align: right;">Yes .....</td> <td style="text-align: right;">1 <input type="radio"/></td> </tr> <tr> <td style="text-align: right;">No .....</td> <td style="text-align: right;">2 <input type="radio"/></td> </tr> <tr> <td style="text-align: right;">Don't know .....</td> <td style="text-align: right;">3 <input type="radio"/></td> </tr> </table>	Yes .....	1 <input type="radio"/>	No .....	2 <input type="radio"/>	Don't know .....	3 <input type="radio"/>	<p>H36. In the last five years, has the level of skill required to perform your work increased, decreased, or stayed the same as a result of the introduction of computers or automated technology?</p> <table style="margin-left: 20px;"> <tr> <td style="text-align: right;">Increased .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> <tr> <td style="text-align: right;">Decreased .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> <tr> <td style="text-align: right;">Stayed the same .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> </table>	Increased .....	<input type="radio"/>	Decreased .....	<input type="radio"/>	Stayed the same .....	<input type="radio"/>											
Yes .....	1 <input type="radio"/>																							
No .....	2 <input type="radio"/>																							
Don't know .....	3 <input type="radio"/>																							
Increased .....	<input type="radio"/>																							
Decreased .....	<input type="radio"/>																							
Stayed the same .....	<input type="radio"/>																							
<p>H32. In the last five years, how many times have you received a promotion from your current business/company? (Since started if less than five years ago)</p> <table style="margin-left: 20px;"> <tr> <td style="text-align: right;">promotions</td> <td><input type="text"/></td> </tr> </table>	promotions	<input type="text"/>	<p>H37. In the last five years, has the job security increased, decreased, or stayed the same as a result of the introduction of computers or automated technology?</p> <table style="margin-left: 20px;"> <tr> <td style="text-align: right;">Increased .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> <tr> <td style="text-align: right;">Decreased .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> <tr> <td style="text-align: right;">Stayed the same .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> </table>	Increased .....	<input type="radio"/>	Decreased .....	<input type="radio"/>	Stayed the same .....	<input type="radio"/>															
promotions	<input type="text"/>																							
Increased .....	<input type="radio"/>																							
Decreased .....	<input type="radio"/>																							
Stayed the same .....	<input type="radio"/>																							
<p>H33. Do you use computers such as mainframes, personal computers or word processors in your job?</p> <table style="margin-left: 20px;"> <tr> <td style="text-align: right;">Yes .....</td> <td style="text-align: right;">4 <input type="radio"/></td> </tr> <tr> <td style="text-align: right;">No .....</td> <td style="text-align: right;">5 <input type="radio"/> → Go to H35</td> </tr> </table>	Yes .....	4 <input type="radio"/>	No .....	5 <input type="radio"/> → Go to H35	<p>H38. Over the last five years, has your work become more interesting, less interesting, or stayed the same as a result of the introduction of computers or automated technology?</p> <table style="margin-left: 20px;"> <tr> <td style="text-align: right;">More interesting .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> <tr> <td style="text-align: right;">Less interesting .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> <tr> <td style="text-align: right;">Stayed the same .....</td> <td style="text-align: right;"><input type="radio"/></td> </tr> </table>	More interesting .....	<input type="radio"/>	Less interesting .....	<input type="radio"/>	Stayed the same .....	<input type="radio"/>													
Yes .....	4 <input type="radio"/>																							
No .....	5 <input type="radio"/> → Go to H35																							
More interesting .....	<input type="radio"/>																							
Less interesting .....	<input type="radio"/>																							
Stayed the same .....	<input type="radio"/>																							
<p>H34. How many hours per week do you normally use this equipment? (Include work done at home for job)</p> <table style="margin-left: 20px;"> <tr> <td style="text-align: right;">hours</td> <td><input type="text"/></td> </tr> </table>	hours	<input type="text"/>																						
hours	<input type="text"/>																							

<p>H39. How closely is your job related to your education? Is it . . .</p> <p>closely related? ..... 1 <input type="radio"/> somewhat related? ..... 2 <input type="radio"/> not related at all? ..... 3 <input type="radio"/></p>	<p>H44. Now I will ask you some questions about your work activities during the last five years, that is, since January 1984.</p>
<p>H40. What level of education is normally required for people who do your type of work? (Level before apprenticeship if applicable)</p> <p>Masters or earned doctorate ..... 01 <input type="radio"/> Bachelor or undergraduate degree, or teacher's college ..... 02 <input type="radio"/> Diploma or certificate from community college, CEGEP or nursing school ..... 03 <input type="radio"/> Diploma or certificate from trade, technical or vocational school, or business college ..... 04 <input type="radio"/> Some post-secondary ..... 05 <input type="radio"/> High school diploma ..... 06 <input type="radio"/> Less than high school diploma ..... 07 <input type="radio"/> No qualifications specified ..... 08 <input type="radio"/> Other ..... 09 <input type="radio"/>  (Specify)  _____  _____</p>	<p>H45. During 1984, what best describes your MAIN activity? Were you mainly . . . (Mark one only)</p> <p>Working at a job or business? ..... 1 <input type="radio"/> → Go to H47 Looking for work? ..... 2 <input type="radio"/> A student? ..... 3 <input type="radio"/> Keeping house? ..... 4 <input type="radio"/> Retired? ..... 5 <input type="radio"/> Other ..... 6 <input type="radio"/>  (Specify)  _____  _____</p>
<p>H41. Considering your experience, education and training, do you feel that you are overqualified for your job?</p> <p>Yes ..... 1 <input type="radio"/> No ..... 2 <input type="radio"/></p>	<p>H46. Did you have a job or were you self-employed at any time during 1984?</p> <p>Yes ..... 7 <input type="radio"/> No ..... 8 <input type="radio"/> → Go to H51</p>
<p>H42. Do you think it is likely you will lose your job or be laid off in the next year?</p> <p>Yes ..... 3 <input type="radio"/> No ..... 4 <input type="radio"/> → Go to H44</p>	<p>H47. For whom did you work the longest time during 1984? (Name of business, government department or agency, or person)</p> <p>Same employer as in 1988 (Same as in G14) ..... 1 <input type="radio"/> → Go to H49</p> <p>_____  _____  _____</p>
<p>H43. Do you think this will be because of the introduction of computers or automated technology?</p> <p>Yes ..... 5 <input type="radio"/> No ..... 6 <input type="radio"/> Don't know ..... 7 <input type="radio"/></p>	<p>H48. What kind of business, industry or service was this? (Give full description: e.g. paper box manufacturing, retail shoe store, municipal board of education)</p> <p>_____  _____  _____</p>
	<p>H49. What kind of work were you doing in 1984? (Give a full description: e.g. accounts clerk, dairy farmer, primary school teacher)</p> <p>Same duties as in 1988 (Same as in G16) ..... 2 <input type="radio"/></p> <p>_____  _____  _____</p>

H50. How closely was that job related to your education at that time? Was it ...		SECTION K: Retired <span style="float: right;">K</span>																		
closely related? ..... 3 <input type="radio"/> somewhat related? ..... 4 <input type="radio"/> not related at all? ..... 5 <input type="radio"/>		K1. Are you satisfied or dissatisfied with your retirement?  Is that somewhat or very?  <table style="width: 100%; text-align: center;"> <tr> <td>Satisfied</td> <td>..... 1 <input type="radio"/></td> <td>→ 2 <input type="radio"/></td> <td>3 <input type="radio"/></td> <td>Somewhat</td> <td>Very</td> </tr> <tr> <td>Dissatisfied</td> <td>..... 4 <input type="radio"/></td> <td>→ 5 <input type="radio"/></td> <td>6 <input type="radio"/></td> <td></td> <td></td> </tr> <tr> <td>No opinion</td> <td>..... 7 <input type="radio"/></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>	Satisfied	..... 1 <input type="radio"/>	→ 2 <input type="radio"/>	3 <input type="radio"/>	Somewhat	Very	Dissatisfied	..... 4 <input type="radio"/>	→ 5 <input type="radio"/>	6 <input type="radio"/>			No opinion	..... 7 <input type="radio"/>				
Satisfied	..... 1 <input type="radio"/>	→ 2 <input type="radio"/>	3 <input type="radio"/>	Somewhat	Very															
Dissatisfied	..... 4 <input type="radio"/>	→ 5 <input type="radio"/>	6 <input type="radio"/>																	
No opinion	..... 7 <input type="radio"/>																			
H51. Did you lose a job between January 1984 and December 1988 for any reason?  Yes ..... 6 <input type="radio"/> No ..... 7 <input type="radio"/> → Go to H53		K2. In what year did you retire?  19 <input type="checkbox"/> <input type="checkbox"/>																		
<b>H52. Why did this happen?</b> <i>(Mark all that apply)</i>  An employer going out of business ..... 1 <input type="radio"/> A plant closing or moving ..... 2 <input type="radio"/> The introduction of new technology ..... 3 <input type="radio"/> Reduction of staff ..... 4 <input type="radio"/> Seasonal job ..... 5 <input type="radio"/> Shortage of work ..... 6 <input type="radio"/> Other ..... 7 <input type="radio"/>  (Specify) <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		K3. For whom were you working when you retired?  <i>(Name of business, government department or agency, or person)</i>  Same employer as in 1988 <i>(Same as in G14)</i> ..... 8 <input type="radio"/> → Go to K5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>																		
H53. Between January 1984 and December 1988, how many different jobs did you have? By different jobs we mean different duties with the same employer, or different employers.  <input type="checkbox"/> jobs		K4. What kind of business, industry or service was this?  <i>(Give full description: e.g. paper box manufacturing, retail shoe store, municipal board of education)</i>  <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>																		
H54. There were 60 months between January 1984 and December 1988. In how many of those months were you working at a job or business?  <i>(Include vacation, illness, strikes, lock-outs and maternity leave)</i>  60 months ..... 99 <input type="radio"/> → Go to H56  <input type="checkbox"/> months		K5. What kind of work were you doing?  <i>(Give a full description: e.g. accounts clerk, dairy farmer, primary school teacher)</i>  Same duties as in 1988 <i>(Same as in G16)</i> ..... 9 <input type="radio"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>																		
H55. In how many of the remaining months did you look for work?  None ..... 00 <input type="radio"/>  <input type="checkbox"/> months		K6. How closely was that job related to your education at that time? Was it ...  closely related? ..... 1 <input type="radio"/> somewhat related? ..... 2 <input type="radio"/> not related at all? ..... 3 <input type="radio"/>																		
H56. Now some questions about your retirement plans.		K7. Did you retire because you had reached mandatory retirement age?  Yes ..... 4 <input type="radio"/> → Go to K9 No ..... 5 <input type="radio"/>																		
H57. At what age do you plan to retire?  <input type="checkbox"/>  Don't know ..... 11 <input type="radio"/> Don't intend to retire ..... 22 <input type="radio"/>																				
H58. Do you think that mandatory retirement is a good idea?  Yes ..... 3 <input type="radio"/> → At what age? <input type="checkbox"/> No ..... 4 <input type="radio"/>																				
H59. INTERVIEWER: Go to M1																				

K8. Did you retire ...			K14. What is the main reason that you now enjoy life less? Is it ... (Mark one only)		
	Yes	No	Your health? .....	6 <input type="radio"/>	
a) Because your employer offered an early retirement incentive? .....	1 <input type="radio"/>	2 <input type="radio"/>	Decrease in income? .....	7 <input type="radio"/>	
b) Because new technology was introduced? .....	3 <input type="radio"/>	4 <input type="radio"/>	Less contact with people? .....	8 <input type="radio"/>	
c) Because your health required it? .....	5 <input type="radio"/>	6 <input type="radio"/>	Other .....	9 <input type="radio"/>	
d) Any other reason? .....	7 <input type="radio"/>	8 <input type="radio"/>	(Specify)  _____		
(Specify)  _____					
K9. Do you receive a pension or retirement benefits from any of your former employers?			K15. Do you think mandatory retirement is a good idea?		
Yes ..... 1 <input type="radio"/>			Yes ..... 1 <input type="radio"/> → At what age? _____		
No ..... 2 <input type="radio"/> → Go to K11			No ..... 2 <input type="radio"/>		
K10. Are these benefits adjusted for changes in the cost of living?			K16. Now I will ask you some questions about your work activities during the last five years, that is, since January 1984.		
Yes ..... 3 <input type="radio"/>					
No ..... 4 <input type="radio"/>					
Don't know ..... 5 <input type="radio"/>					
K11. Compared to the year before you retired, do you now enjoy life more, less or about the same?			K17. Between January 1984 and December 1988, did you do any work at a job or business?		
More ..... 6 <input type="radio"/>			Yes ..... 3 <input type="radio"/>		
Less ..... 7 <input type="radio"/> → Go to K14			No ..... 4 <input type="radio"/> → Go to K37		
About the same ..... 8 <input type="radio"/> → Go to K15					
K12. What is the main reason that you now enjoy life more? Is it ... (Mark one only)			K18. In 1988, how many days did you do any work for pay? (Since retired if retired in 1988)		
More leisure time? ..... 1 <input type="radio"/>			None ..... 000 <input type="radio"/>		
More travel? ..... 2 <input type="radio"/>					
More time with family? ..... 3 <input type="radio"/>					
More time for voluntary activities? ..... 4 <input type="radio"/>					
Other ..... 5 <input type="radio"/>					
(Specify)  _____					
K13. INTERVIEWER: Go to K15			K19. During 1984, what best describes your MAIN activity? Were you mainly ... (Mark one only)		
			Working at a job or business? ..... 1 <input type="radio"/> → Go to K25		
			Looking for work? ..... 2 <input type="radio"/>		
			A student? ..... 3 <input type="radio"/>		
			Keeping house? ..... 4 <input type="radio"/>		
			Retired? ..... 5 <input type="radio"/>		
			Other ..... 6 <input type="radio"/>		
			(Specify)  _____		
K20. Did you have a job or were you self-employed at any time during 1984?			K21. Did you work at any time between January 1984 and December 1988?		
Yes ..... 7 <input type="radio"/> → Go to K25			Yes ..... 1 <input type="radio"/> → Go to K28		
No ..... 8 <input type="radio"/>			No ..... 2 <input type="radio"/>		

<p>K22. Did you look for work in any month between January 1984 and December 1988?</p> <p>Yes ..... 3 <input type="radio"/>      No ..... 4 <input type="radio"/> → Go to M1</p>	<p>K30. Why did this happen?  <i>(Mark all that apply)</i></p> <p>An employer going out of business ..... 3 <input type="radio"/>      A plant closing or moving ..... 4 <input type="radio"/>      The introduction of new technology ..... 5 <input type="radio"/>      Reduction of staff ..... 6 <input type="radio"/>      Seasonal job ..... 7 <input type="radio"/>      Shortage of work ..... 8 <input type="radio"/>      Other ..... 9 <input type="radio"/></p> <p style="text-align: right;">↓  <i>(Specify)</i></p> <p>_____</p> <p>_____</p>
<p>K23. There were 60 months between January 1984 and December 1988. In how many of those months did you look for work?</p> <p>_____ months</p>	<p>K24. INTERVIEWER: Go to M1</p> <p>K25. For whom did you work the longest time during 1984?</p> <p><i>(Name of business, government department or agency, or person)</i></p> <p>Same employer as retired from</p> <p><i>(Same as in K3) ..... 5 <input type="radio"/> → Go to K27</i></p> <p>_____</p> <p>_____</p> <p>_____</p>
<p>K26. What kind of business, industry or service was this?</p> <p><i>(Give full description: e.g. paper box manufacturing, retail shoe store, municipal board of education)</i></p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>K31. Between January 1984 and December 1988, how many different jobs did you have? By different jobs we mean different duties with the same employer, or different employers.</p> <p>_____ jobs</p>
<p>K27. What kind of work were you doing in 1984?</p> <p><i>(Give a full description: e.g. accounts clerk, dairy farmer, primary school teacher)</i></p> <p>Same duties as retired from</p> <p><i>(Same as in K5) ..... 6 <input type="radio"/></i></p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>K32. There were 60 months between January 1984 and December 1988. In how many of those months were you working at a job or business?</p> <p><i>(Include vacation, illness, strikes, lock-outs and maternity leave)</i></p> <p>60 months ..... 99 <input type="radio"/> → Go to M1</p> <p>_____ months</p>
<p>K28. How closely was that job related to your education at that time? Was it ...</p> <p>closely related? ..... 7 <input type="radio"/>      somewhat related? ..... 8 <input type="radio"/>      not related at all? ..... 9 <input type="radio"/></p> <p>K29. Other than the job you retired from, did you lose a job between January 1984 and December 1988 for any reason?</p> <p>Yes ..... 1 <input type="radio"/>      No ..... 2 <input type="radio"/> → Go to K31</p>	<p>K33. Did you look for work in any of the remaining months?</p> <p>Yes ..... 1 <input type="radio"/>      No ..... 2 <input type="radio"/> → Go to M1</p> <p>K34. In how many of those remaining months did you look for work?</p> <p>_____ months</p> <p>K35. INTERVIEWER: Go to M1</p> <p>K36. Do you think mandatory retirement is a good idea?</p> <p>Yes ..... 3 <input type="radio"/> → At what age? _____      No ..... 4 <input type="radio"/></p>
	<p>K37. During 1984, what best describes your MAIN activity? Were you mainly ...</p> <p><i>(Mark one only)</i></p> <p>Looking for work? ..... 5 <input type="radio"/> → Go to K39      A student? ..... 6 <input type="radio"/>      Keeping house? ..... 7 <input type="radio"/>      Retired? ..... 8 <input type="radio"/>      Other ..... 9 <input type="radio"/></p> <p style="text-align: right;">↓  <i>(Specify)</i></p> <p>_____</p> <p>_____</p>

K38. Did you look for work in any month between January 1984 and December 1988?		L7. Now I will ask you some questions about your work activities during the last five years, that is, since January 1984.
Yes ..... 1 <input type="radio"/> No ..... 2 <input type="radio"/> → Go to M1		
K39. There were 60 months between January 1984 and December 1988. In how many of those months did you look for work?		L8. During 1984, what best describes your MAIN activity? Were you mainly... (Mark one only)
<input type="text"/> months		Working at a job or business? ..... 1 <input type="radio"/> → Go to L16 Looking for work? ..... 2 <input type="radio"/> A student? ..... 3 <input type="radio"/> Keeping house? ..... 4 <input type="radio"/> Retired? ..... 5 <input type="radio"/> Other ..... 6 <input type="radio">          ↓ (Specify)  <input type="text"/> </input>
K40. INTERVIEWER: Go to M1		L9. Did you have a job or were you self-employed at any time during 1984?
<b>L SECTION L: Other persons</b>		Yes ..... 7 <input type="radio"/> → Go to L16 No ..... 8 <input type="radio"/>
L1. Were you mainly looking for a full-time or part-time job?		L10. Did you work at any time between January 1984 and December 1988?
Full-time ..... 1 <input type="radio"/> Part-time ..... 2 <input type="radio"/> Either ..... 3 <input type="radio"/>		Yes ..... 1 <input type="radio"/> → Go to L14 No ..... 2 <input type="radio"/>
L2. What are the chances that you will find a job in the next six months? Are they...		L11. Did you look for work in any month between January 1984 and December 1988?
Very good? ..... 4 <input type="radio"/> Good? ..... 5 <input type="radio"/> Not good? ..... 6 <input type="radio"/> Not very good? ..... 7 <input type="radio"/> Has already found work ..... 8 <input type="radio"/>		Yes ..... 3 <input type="radio"/> No ..... 4 <input type="radio"/> → Go to L27
L3. INTERVIEWER: Go to L7		L12. There were 60 months between January 1984 and December 1988. In how many of those months did you look for work?
L4. Are you satisfied or dissatisfied to be keeping house as your main activity?		<input type="text"/> months
Is that somewhat or very? Somewhat ..... Very ..... Satisfied ..... 1 <input type="radio"/> → 2 <input type="radio"/> 3 <input type="radio"/> Dissatisfied ..... 4 <input type="radio"/> → 5 <input type="radio"/> 6 <input type="radio">          No opinion ..... 7 <input type="radio"/> </input>		L13. INTERVIEWER: Go to L27
L5. Would you like to have a paying job now?		L14. What kind of work did you usually do? (Give a full description: e.g. accounts clerk, dairy farmer, primary school teacher)
Yes ..... 8 <input type="radio"/> No ..... 9 <input type="radio"/> → Go to L7		<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>  <input type="text"/> <input type="text"/>  <input type="text"/> </input>
L6. Do you not have a paying job ...		L15. INTERVIEWER: Go to L19
		L16. For whom did you work the longest time during 1984? (Name of business, government department or agency, or person)
Yes ..... N/A No ..... a) Because jobs are unavailable or hard to find? ..... 01 <input type="radio"/> 02 <input type="radio"/> b) Because you lack skills or qualifications? ..... 03 <input type="radio"/> 04 <input type="radio"/> c) Because of your own illness or disability? ..... 05 <input type="radio"/> 06 <input type="radio"/> d) Because you can't find suitable child care? ..... 07 <input type="radio"/> 08 <input type="radio"/> 09 <input type="radio"/> e) Because you prefer to stay home with children? ..... 10 <input type="radio"/> 11 <input type="radio"/> 12 <input type="radio"/> f) Because your spouse wants you to stay home? ..... 13 <input type="radio"/> 14 <input type="radio"/> 15 <input type="radio"/> g) Because of personal or family responsibilities? ..... 16 <input type="radio"/> 17 <input type="radio"/> 18 <input type="radio"/> h) Any other reasons? ..... 19 <input type="radio"/> 20 <input type="radio"/> ↓ (Specify) <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>		Same employer as in 1988 ..... 5 <input type="radio"/> → Go to L18 <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>  <input type="text"/> <input type="text"/>  <input type="text"/> </input>

<p>L17. What kind of business, industry or service was this? (Give full description: e.g. paper box manufacturing, retail shoe store, municipal board of education)</p> <p>[15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p> <p>[15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p> <p>[15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p>	<p>L23. Between January 1984 and December 1988, how many different jobs did you have? By different jobs we mean different duties with the same employer, or different employers.</p> <p>[15] jobs</p>
<p>L18. What kind of work were you doing in 1984? (Give a full description: e.g. accounts clerk, dairy farmer, primary school teacher)</p> <p>Same duties as in 1988 (Same as in G16) ..... 6 <input type="radio"/></p> <p>[15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p> <p>[15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p> <p>[15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p>	<p>L24. There were 60 months between January 1984 and December 1988. In how many of those months were you working at a job or business? (Include vacation, illness, strikes, lock-outs and maternity leave)</p> <p>60 months ..... 88 <input type="radio"/> → Go to L27</p> <p>[15] months</p>
<p>L19. How closely was that job related to your education at that time? Was it ...</p> <p>closely related? ..... 7 <input type="radio"/></p> <p>somewhat related? ..... 8 <input type="radio"/></p> <p>not related at all? ..... 9 <input type="radio"/></p>	<p>L25. Did you look for work in any of the remaining months?</p> <p>Yes ..... 1 <input type="radio"/></p> <p>No ..... 2 <input type="radio"/> → Go to L27</p>
<p>L20. Considering your experience, education and training, do you feel that you have been overqualified for most of your jobs?</p> <p>Yes ..... 1 <input type="radio"/></p> <p>No ..... 2 <input type="radio"/></p>	<p>L27. Do you intend to work at a job in the future?</p> <p>Yes ..... 3 <input type="radio"/></p> <p>No ..... 4 <input type="radio"/> → Go to L29</p>
<p>L21. Did you lose a job between January 1984 and December 1988 for any reason?</p> <p>Yes ..... 3 <input type="radio"/></p> <p>No ..... 4 <input type="radio"/> → Go to L23</p>	<p>L28. At what age do you plan to retire?</p> <p>[15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p> <p>Don't know ..... 11 <input type="radio"/></p> <p>Don't intend to retire ..... 22 <input type="radio"/></p>
<p>L22. Why did this happen? (Mark all that apply)</p> <p>An employer going out of business ..... 1 <input type="radio"/></p> <p>A plant closing or moving ..... 2 <input type="radio"/></p> <p>The introduction of new technology ..... 3 <input type="radio"/></p> <p>Reduction of staff ..... 4 <input type="radio"/></p> <p>Seasonal job ..... 5 <input type="radio"/></p> <p>Shortage of work ..... 6 <input type="radio"/></p> <p>Other ..... 7 <input type="radio"/></p> <p style="text-align: center;">↓ (Specify)</p> <p>[15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p> <p>[15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p>	<p>L29. Do you think that mandatory retirement is a good idea?</p> <p>Yes ..... 3 <input type="radio"/> → At what age? [15] [16] [17] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] [28] [29] [30]</p> <p>No ..... 4 <input type="radio"/></p>

M SECTION M: Organizations

M1. Now I have a few questions about your involvement in associations, clubs or other groups.  
In the last 12 months, have you been involved in any . . .

- | Yes                      | No                       |
|--------------------------|--------------------------|
| 01 <input type="radio"/> | 02 <input type="radio"/> |
| 03 <input type="radio"/> | 04 <input type="radio"/> |
| 05 <input type="radio"/> | 06 <input type="radio"/> |
| 07 <input type="radio"/> | 08 <input type="radio"/> |
| 09 <input type="radio"/> | 10 <input type="radio"/> |
| 11 <input type="radio"/> | 12 <input type="radio"/> |
| 13 <input type="radio"/> | 14 <input type="radio"/> |
| 15 <input type="radio"/> | 16 <input type="radio"/> |
- a) Charitable, service or volunteer organization? . . . . .
- b) Neighbourhood, community or school-related association? . . . . .
- c) Religious or church-related group, not counting time at church services? . . . . .
- d) Social, cultural or ethnic group? . . . . .
- e) Sports or athletic association? . . . . .
- f) Public interest group, concerned with issues such as the environment or world peace? . . . . .
- g) Business, professional or other work-related organization? . . . . .
- h) Political organization? . . . . .

M2. INTERVIEWER:

- If all NO in M1 . . . . . 1  → Go to M4  
Otherwise . . . . . 2

M3. On average, what is the total number of hours you spend each month participating in all such organizations?

Zero . . . . . 00   
or  
 hours

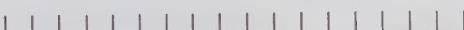
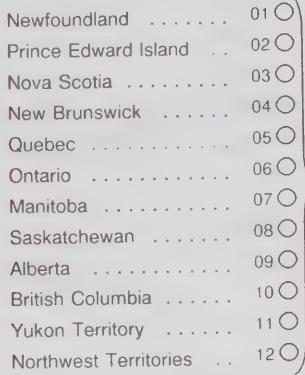
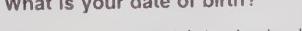
M4. Are you a member of a labour union?

- Yes . . . . . 3   
No . . . . . 4  → Go to N1

M5. On average, about how many hours do you spend each month on union activities?

Zero . . . . . 00   
or  
 hours

<b>N</b>	SECTION N: Satisfaction														
N1. For this part of the survey I would like you to consider your life as it is now.															
N2. Would you describe yourself as ...															
<table><tr><td>Very happy</td><td>Somewhat happy</td><td>Somewhat unhappy</td><td>Very unhappy</td><td>No opinion</td></tr><tr><td>1 <input type="radio"/></td><td>2 <input type="radio"/></td><td>3 <input type="radio"/></td><td>4 <input type="radio"/></td><td>5 <input type="radio"/></td></tr></table>						Very happy	Somewhat happy	Somewhat unhappy	Very unhappy	No opinion	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Very happy	Somewhat happy	Somewhat unhappy	Very unhappy	No opinion											
1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>											
N3. I am going to ask you to rate certain areas of your life. Are you satisfied or dissatisfied with ...															
Is that somewhat or very?															
Somewhat                          Very															
<p>a) Your health? ..... Satisfied .. 01 <input type="radio"/> → 02 <input type="radio"/>                          03 <input type="radio"/>                                     Dissatisfied 04 <input type="radio"/> → 05 <input type="radio"/>                          06 <input type="radio"/>                                     No opinion . 07 <input type="radio"/></p>															
<p>b) Your education? ..... Satisfied .. 08 <input type="radio"/> → 09 <input type="radio"/>                          10 <input type="radio"/>                                     Dissatisfied 11 <input type="radio"/> → 12 <input type="radio"/>                          13 <input type="radio"/>                                     No opinion . 14 <input type="radio"/></p>															
<p>c) Your job or main activity? .... Satisfied .. 15 <input type="radio"/> → 16 <input type="radio"/>                          17 <input type="radio"/>                                     Dissatisfied 18 <input type="radio"/> → 19 <input type="radio"/>                          20 <input type="radio"/>                                     No opinion . 21 <input type="radio"/></p>															
<p>d) The way you spend your other time? ..... Satisfied .. 22 <input type="radio"/> → 23 <input type="radio"/>                          24 <input type="radio"/>                                     Dissatisfied 25 <input type="radio"/> → 26 <input type="radio"/>                          27 <input type="radio"/>                                     No opinion . 28 <input type="radio"/></p>															
<p>e) Your finances? ..... Satisfied .. 29 <input type="radio"/> → 30 <input type="radio"/>                          31 <input type="radio"/>                                     Dissatisfied 32 <input type="radio"/> → 33 <input type="radio"/>                          34 <input type="radio"/>                                     No opinion . 35 <input type="radio"/></p>															
<p>f) Your housing? ..... Satisfied .. 36 <input type="radio"/> → 37 <input type="radio"/>                          38 <input type="radio"/>                                     Dissatisfied 39 <input type="radio"/> → 40 <input type="radio"/>                          41 <input type="radio"/>                                     No opinion . 42 <input type="radio"/></p>															
<p>g) Your spouse, living partner or single status? ..... Satisfied .. 43 <input type="radio"/> → 44 <input type="radio"/>                          45 <input type="radio"/>                                     Dissatisfied 46 <input type="radio"/> → 47 <input type="radio"/>                          48 <input type="radio"/>                                     No opinion . 49 <input type="radio"/></p>															
<p>h) Your relationship with friends and family members? ..... Satisfied .. 50 <input type="radio"/> → 51 <input type="radio"/>                          52 <input type="radio"/>                                     Dissatisfied 53 <input type="radio"/> → 54 <input type="radio"/>                          55 <input type="radio"/>                                     No opinion . 56 <input type="radio"/></p>															
<p>i) Yourself (self-esteem)? ..... Satisfied .. 57 <input type="radio"/> → 58 <input type="radio"/>                          59 <input type="radio"/>                                     Dissatisfied 60 <input type="radio"/> → 61 <input type="radio"/>                          62 <input type="radio"/>                                     No opinion . 63 <input type="radio"/></p>															
N4. Using the same scale, how do you feel about your life as a whole right now? Are you satisfied or dissatisfied?															
Is that somewhat or very?															
Somewhat                          Very															
<p>Satisfied .. 1 <input type="radio"/> → 2 <input type="radio"/>                          3 <input type="radio"/>                                     Dissatisfied 4 <input type="radio"/> → 5 <input type="radio"/>                          6 <input type="radio"/>                                     No opinion . 7 <input type="radio"/></p>															

<b>P SECTION P: Other classification</b>			
<b>P1. Now a few general questions.</b> <b>P2. In what type of dwelling are you now living? Is it a ...</b>		<b>P10. Are you limited in the kind or amount of activity you can do at home, at work, or at school because of a long term condition or health problem?</b> Yes ..... 1 <input type="radio"/> No ..... 2 <input type="radio"/> → Go to P13	
Single detached house? ..... 1 <input type="radio"/> Semi-detached or double (side-by-side)? ..... 2 <input type="radio"/> Garden house, town house or row house? ..... 3 <input type="radio"/> Duplex (one above the other)? ..... 4 <input type="radio"/> Low-rise apartment (less than 5 stories)? ..... 5 <input type="radio"/> High-rise apartment (5 or more stories)? ..... 6 <input type="radio"/> Mobile home? ..... 7 <input type="radio"/> Other ..... 8 <input type="radio"/> ↓ (Specify)   		<b>P11. What is the main condition or health problem that limits you?</b>   	
		<b>P12. Are you completely unable to work at a job or business because of this condition or health problem?</b> Yes ..... 3 <input type="radio"/> No ..... 4 <input type="radio"/> Not applicable ..... 5 <input type="radio"/>	
<b>P13. In what country were you born?</b> Canada 6 <input type="radio"/> → <b>In which province or territory?</b>			
		Newfoundland ..... 01 <input type="radio"/> Prince Edward Island ..... 02 <input type="radio"/> Nova Scotia ..... 03 <input type="radio"/> New Brunswick ..... 04 <input type="radio"/> Quebec ..... 05 <input type="radio"/> Ontario ..... 06 <input type="radio"/> Manitoba ..... 07 <input type="radio"/> Saskatchewan ..... 08 <input type="radio"/> Alberta ..... 09 <input type="radio"/> British Columbia ..... 10 <input type="radio"/> Yukon Territory ..... 11 <input type="radio"/> Northwest Territories ..... 12 <input type="radio"/>  Country outside Canada 7 <input type="radio"/> ↓ (Specify)   	
<b>P4. Is this dwelling owned by a member of this household or is it rented?</b> Owned ... 1 <input type="radio"/> Rented ... 2 <input type="radio"/>		<b>P15. What is your date of birth?</b>  Day      Month      Year	
<b>P5. How many telephones, including extensions, are there in your dwelling?</b> One ..... 3 <input type="radio"/> → Go to P10 Two or more 4 <input type="radio"/>		<b>P14. In what year did you first immigrate to Canada?</b>  Canadian citizen by birth ..... 8 <input type="radio"/>	
<b>P6. Do all the telephones have the same number?</b> Yes ..... 5 <input type="radio"/> → Go to P10 No ..... 6 <input type="radio"/>			
<b>P7. How many different numbers are there?</b> 		<b>P8. Are any of these numbers for business use only?</b> Yes ..... 7 <input type="radio"/> No ..... 8 <input type="radio"/> → Go to P10	
<b>P9. How many are for business use only?</b> 			

<p><b>P16. What language did you first speak in childhood?</b>  <i>(Accept multiple response only if languages were used equally)</i></p> <table style="margin-left: 100px;"> <tr> <td style="text-align: right; padding-right: 10px;">Do you still understand that/those language(s)?</td> <td style="border-bottom: 1px solid black; width: 100px;"></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Yes</td> <td style="text-align: center; border-bottom: 1px solid black;">No</td> </tr> </table> <table style="margin-left: 100px;"> <tr> <td>English .....</td> <td style="text-align: right;">1 <input type="radio"/></td> </tr> <tr> <td>French .....</td> <td style="text-align: right;">2 <input type="radio"/> → 03 <input type="radio"/></td> </tr> <tr> <td>Italian .....</td> <td style="text-align: right;">3 <input type="radio"/> → 05 <input type="radio"/></td> </tr> <tr> <td>German .....</td> <td style="text-align: right;">4 <input type="radio"/> → 07 <input type="radio"/></td> </tr> <tr> <td>Ukrainian .....</td> <td style="text-align: right;">5 <input type="radio"/> → 09 <input type="radio"/></td> </tr> <tr> <td>Other .....</td> <td style="text-align: right;">6 <input type="radio"/> → 11 <input type="radio"/></td> </tr> </table> <p style="text-align: center;">↓ <i>(Specify)</i></p> <p style="text-align: center;">_____</p> <p style="text-align: center;">_____</p>	Do you still understand that/those language(s)?		Yes	No	English .....	1 <input type="radio"/>	French .....	2 <input type="radio"/> → 03 <input type="radio"/>	Italian .....	3 <input type="radio"/> → 05 <input type="radio"/>	German .....	4 <input type="radio"/> → 07 <input type="radio"/>	Ukrainian .....	5 <input type="radio"/> → 09 <input type="radio"/>	Other .....	6 <input type="radio"/> → 11 <input type="radio"/>	<p><b>P19. Other than on special occasions, such as weddings, funerals or baptisms, how often did you attend services or meetings connected with your religion in the last 12 months? Was it ...</b></p> <table style="margin-left: 100px;"> <tr> <td style="text-align: right; padding-right: 10px;">At least once a week?</td> <td style="text-align: right; border-bottom: 1px solid black;">1 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">At least once a month?</td> <td style="text-align: right; border-bottom: 1px solid black;">2 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">A few times a year?</td> <td style="text-align: right; border-bottom: 1px solid black;">3 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">At least once a year?</td> <td style="text-align: right; border-bottom: 1px solid black;">4 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Less than once a year?</td> <td style="text-align: right; border-bottom: 1px solid black;">5 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Never?</td> <td style="text-align: right; border-bottom: 1px solid black;">6 <input type="radio"/></td> </tr> </table>	At least once a week?	1 <input type="radio"/>	At least once a month?	2 <input type="radio"/>	A few times a year?	3 <input type="radio"/>	At least once a year?	4 <input type="radio"/>	Less than once a year?	5 <input type="radio"/>	Never?	6 <input type="radio"/>
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<p><b>P17. What language do you speak most often at home?</b>  <i>(Accept multiple response only if languages are spoken equally)</i></p> <table style="margin-left: 100px;"> <tr> <td>English .....</td> <td style="text-align: right;">1 <input type="radio"/></td> </tr> <tr> <td>French .....</td> <td style="text-align: right;">2 <input type="radio"/></td> </tr> <tr> <td>Italian .....</td> <td style="text-align: right;">3 <input type="radio"/></td> </tr> <tr> <td>Chinese .....</td> <td style="text-align: right;">4 <input type="radio"/></td> </tr> <tr> <td>German .....</td> <td style="text-align: right;">5 <input type="radio"/></td> </tr> <tr> <td>Other .....</td> <td style="text-align: right;">6 <input type="radio"/> ↓ <i>(Specify)</i></td> </tr> </table> <p style="text-align: center;">_____</p> <p style="text-align: center;">_____</p>	English .....	1 <input type="radio"/>	French .....	2 <input type="radio"/>	Italian .....	3 <input type="radio"/>	Chinese .....	4 <input type="radio"/>	German .....	5 <input type="radio"/>	Other .....	6 <input type="radio"/> ↓ <i>(Specify)</i>	<p><b>P20. To which ethnic or cultural group do you or did your ancestors belong? Would it be ...</b>  <i>(Accept multiple responses)</i></p> <table style="margin-left: 100px;"> <tr> <td style="text-align: right; padding-right: 10px;">French?</td> <td style="text-align: right; border-bottom: 1px solid black;">01 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">English?</td> <td style="text-align: right; border-bottom: 1px solid black;">02 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Irish?</td> <td style="text-align: right; border-bottom: 1px solid black;">03 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Scottish?</td> <td style="text-align: right; border-bottom: 1px solid black;">04 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">German?</td> <td style="text-align: right; border-bottom: 1px solid black;">05 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Italian?</td> <td style="text-align: right; border-bottom: 1px solid black;">06 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Ukrainian?</td> <td style="text-align: right; border-bottom: 1px solid black;">07 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Other .....</td> <td style="text-align: right; border-bottom: 1px solid black;">08 <input type="radio"/> ↓ <i>(Specify)</i></td> </tr> </table> <p style="text-align: center;">_____</p> <p style="text-align: center;">_____</p> <p>Canadian <i>(Probe)</i> ..... 09 <input type="radio"/></p> <p>Don't know ..... 10 <input type="radio"/></p>	French?	01 <input type="radio"/>	English?	02 <input type="radio"/>	Irish?	03 <input type="radio"/>	Scottish?	04 <input type="radio"/>	German?	05 <input type="radio"/>	Italian?	06 <input type="radio"/>	Ukrainian?	07 <input type="radio"/>	Other .....	08 <input type="radio"/> ↓ <i>(Specify)</i>
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<p><b>P18. What, if any, is your religion?</b></p> <table style="margin-left: 100px;"> <tr> <td>No religion .....</td> <td style="text-align: right;">01 <input type="radio"/> → Go to P20</td> </tr> <tr> <td>Roman Catholic .....</td> <td style="text-align: right;">02 <input type="radio"/></td> </tr> <tr> <td>United Church .....</td> <td style="text-align: right;">03 <input type="radio"/></td> </tr> <tr> <td>Anglican .....</td> <td style="text-align: right;">04 <input type="radio"/></td> </tr> <tr> <td>Presbyterian .....</td> <td style="text-align: right;">05 <input type="radio"/></td> </tr> <tr> <td>Lutheran .....</td> <td style="text-align: right;">06 <input type="radio"/></td> </tr> <tr> <td>Baptist .....</td> <td style="text-align: right;">07 <input type="radio"/></td> </tr> <tr> <td>Eastern Orthodox .....</td> <td style="text-align: right;">08 <input type="radio"/></td> </tr> <tr> <td>Jewish .....</td> <td style="text-align: right;">09 <input type="radio"/></td> </tr> <tr> <td>Other .....</td> <td style="text-align: right;">10 <input type="radio"/> ↓ <i>(Specify)</i></td> </tr> </table> <p style="text-align: center;">_____</p> <p style="text-align: center;">_____</p>	No religion .....	01 <input type="radio"/> → Go to P20	Roman Catholic .....	02 <input type="radio"/>	United Church .....	03 <input type="radio"/>	Anglican .....	04 <input type="radio"/>	Presbyterian .....	05 <input type="radio"/>	Lutheran .....	06 <input type="radio"/>	Baptist .....	07 <input type="radio"/>	Eastern Orthodox .....	08 <input type="radio"/>	Jewish .....	09 <input type="radio"/>	Other .....	10 <input type="radio"/> ↓ <i>(Specify)</i>	<p><b>P21. What is your marital status? Is it ...</b></p> <table style="margin-left: 100px;"> <tr> <td style="text-align: right; padding-right: 10px;">Married or living common law?</td> <td style="text-align: right; border-bottom: 1px solid black;">1 <input type="radio"/></td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Single (never been married)?</td> <td style="text-align: right; border-bottom: 1px solid black;">2 <input type="radio"/> → Go to P26</td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Widow or widower?</td> <td style="text-align: right; border-bottom: 1px solid black;">3 <input type="radio"/> → Go to P26</td> </tr> <tr> <td style="text-align: right; padding-right: 10px;">Separated or divorced?</td> <td style="text-align: right; border-bottom: 1px solid black;">4 <input type="radio"/> → Go to P26</td> </tr> </table>	Married or living common law?	1 <input type="radio"/>	Single (never been married)?	2 <input type="radio"/> → Go to P26	Widow or widower?	3 <input type="radio"/> → Go to P26	Separated or divorced?	4 <input type="radio"/> → Go to P26
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<p>P22. What is the highest level of education your spouse attained?</p> <p>(Mark one only)</p> <p>Masters or earned doctorate ..... 01 <input type="radio"/></p> <p>Bachelor or undergraduate degree, or teacher's college ..... 02 <input type="radio"/></p> <p>Diploma or certificate from community college, CEGEP or nursing school ..... 03 <input type="radio"/></p> <p>Diploma or certificate from trade, technical or vocational school, or business college ..... 04 <input type="radio"/></p> <p>Some university ..... 05 <input type="radio"/></p> <p>Some community college, CEGEP or nursing school ..... 06 <input type="radio"/></p> <p>Some trade, technical or vocational school, or business college ..... 07 <input type="radio"/></p> <p>Secondary/high school graduation ..... 08 <input type="radio"/></p> <p>Some secondary/high school ..... 09 <input type="radio"/></p> <p>Elementary school (some or completed) .... 10 <input type="radio"/></p> <p>Other ..... 11 <input type="radio"/></p>	<p>P26. During 1988, did you personally receive income</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: right;">Yes</th> <th style="text-align: right;">No</th> </tr> </thead> <tbody> <tr> <td>a) From wages, salary or self-employment? .....</td> <td style="text-align: right;">1 <input type="radio"/></td> <td style="text-align: right;">2 <input type="radio"/></td> </tr> <tr> <td>b) From government, such as Family Allowance, Unemployment Insurance, Social Assistance, Canada or Quebec Pension Plan or Old Age Security? .....</td> <td style="text-align: right;">3 <input type="radio"/></td> <td style="text-align: right;">4 <input type="radio"/></td> </tr> <tr> <td>c) From interest, dividends, investments or private pensions? .....</td> <td style="text-align: right;">5 <input type="radio"/></td> <td style="text-align: right;">6 <input type="radio"/></td> </tr> <tr> <td>d) From any other sources, such as alimony, scholarships, etc.? .....</td> <td style="text-align: right;">7 <input type="radio"/></td> <td style="text-align: right;">8 <input type="radio"/></td> </tr> </tbody> </table>		Yes	No	a) From wages, salary or self-employment? .....	1 <input type="radio"/>	2 <input type="radio"/>	b) From government, such as Family Allowance, Unemployment Insurance, Social Assistance, Canada or Quebec Pension Plan or Old Age Security? .....	3 <input type="radio"/>	4 <input type="radio"/>	c) From interest, dividends, investments or private pensions? .....	5 <input type="radio"/>	6 <input type="radio"/>	d) From any other sources, such as alimony, scholarships, etc.? .....	7 <input type="radio"/>	8 <input type="radio"/>
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<p>(Specify)</p> <p><input type="text"/> <input type="text"/></p> <p><input type="text"/> <input type="text"/></p>																
<p>P23. During 1988, what best describes your spouse's MAIN activity? Was your spouse mainly ...</p> <p>(Mark one only)</p>	<p>P27. What is your best estimate of your total personal income in 1988 from all sources, including those just mentioned?</p> <p>Income ... 1 <input type="radio"/> → \$ <input type="text"/> .00</p> <p>No income 2 <input type="radio"/></p> <p>Don't know 3 <input type="radio"/></p> <p>P28. What is your best estimate of the total income of all household members from all sources in 1988? Was the total household income ...</p> <p>Same as P27 ... 01 <input type="radio"/></p> <p>Less than \$5,000? 10 <input type="radio"/></p> <p>Less than \$10,000? 06 <input type="radio"/></p> <p>\$5,000 and more? 11 <input type="radio"/></p> <p>Less than \$20,000? 02 <input type="radio"/></p> <p>Less than \$15,000? 12 <input type="radio"/></p> <p>\$10,000 and more? 07 <input type="radio"/></p> <p>\$15,000 and more? 13 <input type="radio"/></p> <p>Less than \$30,000? 14 <input type="radio"/></p> <p>\$20,000 and more? 03 <input type="radio"/></p> <p>Less than \$40,000? 08 <input type="radio"/></p> <p>\$30,000 and more? 15 <input type="radio"/></p> <p>\$40,000 and more? 09 <input type="radio"/></p> <p>Less than \$60,000? 16 <input type="radio"/></p> <p>\$60,000 to \$79,999? 17 <input type="radio"/></p> <p>\$80,000 and more? 18 <input type="radio"/></p> <p>No income 04 <input type="radio"/></p> <p>Don't know 05 <input type="radio"/></p> <p>P29. INTERVIEWER: Sex of respondent: Male ..... 8 <input type="radio"/> Female ..... 9 <input type="radio"/></p>															
<p>P24. Did your spouse have a job or was he/she self-employed at any time during 1988?</p>																
<p>Yes ..... 7 <input type="radio"/></p>																
<p>No ..... 8 <input type="radio"/> → Go to P26</p>																
<p>P25. For how many weeks during 1988 did your spouse do any work at a job or business?</p> <p>(Include vacation, illness, strikes, lock-outs and maternity leave)</p>																
<p><input type="text"/> weeks</p>																

#### 99. COMMENTS

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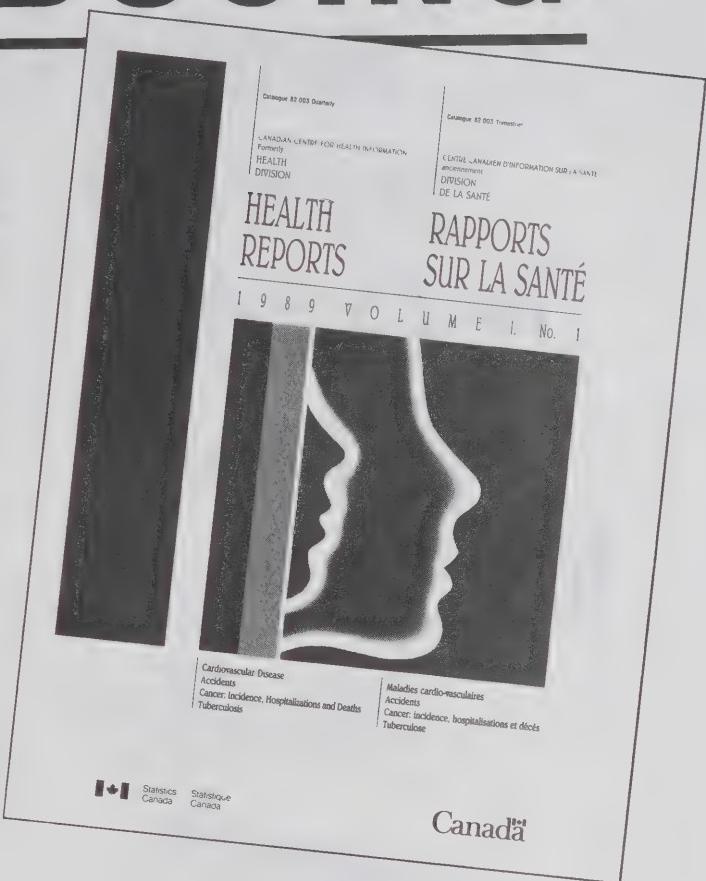
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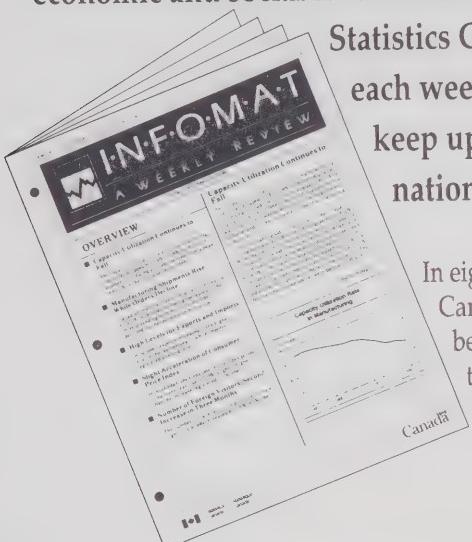


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